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Minister's Labour Day Message

Formation of the Manpower Consultative Service of the federal Department of Labour, first announced last year, is becoming a reality as these words are being written. Already its director and three key staff members have been appointed.

The new service was conceived as a means of dealing effectively at the national level with the human problems of dislocation and unemployment caused by technological and economic change.

The Department of Labour has been authorized to enter into agreements with employers, or jointly with employers and unions, to provide incentives amounting to one-half the cost of research into the manpower effects of industrial changes in a plant or business, and one-half the cost of development of a program of adjustment. Where employees are organized, these agreements must always include the union.

There should be no doubt in the minds of labour or management of the theoretical need for such a device as the Manpower Consultative Service. Whether this theoretical need can be translated into working reality will depend more upon those who use the service than upon its originators.

The Government recognizes that the primary responsibility for dealing with technological change in the average office or plant rests with management and labour. However, it also recognizes that the Government's role should be to help management and labour to develop effective ways of dealing with these changes by providing technical assistance and appropriate financial incentives.

The Government, therefore, has taken the important first step. From this point on, the future worth of the Manpower Consultative Service will depend almost entirely on the extent to which labour and management use it on a partnership basis.

The Government believes that the time is strategically right for the introduction of such a service. During the past two and a half years the federal Department of Labour has acted as chief sponsor of a series of labour-management conferences across Canada: two in Quebec, three in Ontario, one in Manitoba and four in Alberta. Eventually all parts of Canada will have been involved in this plan, whose objective is labour-management consultation and co-operation on a national scale for the national good.

Each conference so far has succeeded in promoting renewed interest in the possibilities of greater teamwork between the two partners of industry. Civic, provincial and federal government representatives have been working together in the closest co-operation and harmony with representatives of labour and management organizations at the local level.

Requests have been made in every quarter for repeat meetings between labour and management, and workshop groups active in the most recent conferences have been drafting recommendations to the provincial and federal departments of labour on how best to promote greater consultation and co-operation between labour and management for the welfare and security of all Canadians.

With these encouraging signs multiplying in number and intensity in every corner of the country, I want to express my thanks to you, on behalf of the federal Government and my Department for the generous contribution labour has made toward the promotion of labour-management teamwork in Canada. Continuing consultation and co-operation between the public and private sectors of the economy will provide the resources and know-how required to resolve the manpower, technological, trade and related problems that confront us.

The growing complexity of these problems makes it imperative that labour and management increasingly seek and share each other's confidence and support. The 1,900 labour-management committees set up throughout Canadian manufacturing, hospital, municipal and other service industries by the Labour-Management Co-operation Service of the Department of Labour have been reaping rich dividends from a partnership arrangement for many years now.

It is our hope that when the new problems of training, re-training, and movement of personnel make their appearance at the plant level, labour and management will extend their industrial partnership a step further by calling on the Manpower Consultative Service for additional consultation and assistance.

—*Allan J. MacEachen,*
Minister of Labour.

Other Labour Day Messages on page 640

From the Labour Gazette, August 1914

50 Years Ago This Month

Japanese steamship Komagata Maru *bringing 376 Hindus seeking to enter Canada as immigrants is forced to return to Hong Kong after passengers repulse 175-man police boarding party*

The arrival in Vancouver in May 1914 of a Japanese steamship with 376 Hindus who were seeking to enter Canada as immigrants was the subject of much agitation and discussion throughout the country. The LABOUR GAZETTE of August 1914 contained a special article on the occurrence.

In October of the previous year a party of 56 Hindus who arrived in Victoria on another Japanese ship had succeeded in gaining admittance to Canada after the courts in January 1914 had ruled unconstitutional an order-in-council designed to exclude Asiatic immigrants. The news of this success spread throughout India, and encouraged this second and larger party to attempt to enter Canada.

The order-in-council that had been declared *ultra vires* had been replaced by another of the same intent but in the second order certain legal flaws that had caused the failure of the first were removed.

The ship that arrived in May had sailed from Hong Kong. When the vessel reached Vancouver she was required to anchor in the harbour, and a patrol was established to see that none of the Hindus on board landed surreptitiously.

About 20 of the Hindus were able to establish Canadian domicile and were allowed to land. With regard to the others, the law required that the Immigration Board of Inquiry should hear each case separately. This took time, and meanwhile reports were given out that the Hindus were slowly starving to death. These reports, however, were said to be groundless.

The Hindus who had chartered the vessel made frequent complaints about not being able to bring the ship into dock to discharge a cargo of coal. But the immigration officials were afraid that if the ship were allowed to dock many of the Hindus would escape.

"The Immigration Department, however, instructed its agent at Vancouver to facilitate in every way the discharge of the cargo of coal by means of lighters," this journal's report said.

An application for *habeas corpus* on behalf of one of the Hindus to whom the Board had refused admittance was rejected by a judge. The case came before the Appeal Court on June 29, which upheld all points in the contention of the immigration officials.

"Regarding the argument of counsel that the Immigration Act was unconstitutional . . . the Court held that the Parliament of Canada was clothed with sovereign power in matters relating to immigration into any part of the Dominion, disallowance (not exercised in respect to the Immigration Act) being the only residue of authority resting with the Imperial Parliament . . ."

Regarding a claim that the Hindu was a British subject coming from Hong Kong, a British possession, the court held that the meaning attached by Parliament to the term "native citizen" used in the order-in-council did not contemplate that a British subject born in one part of the King's possessions was to be considered a "native citizen" of every other part.

The outcome of the affair was that the vessel with its party of Hindus returned to Hong Kong. The Department of Immigration authorized its agent in Vancouver to incur the expense of furnishing supplies of food to be used on the return voyage. It was understood, however, that the provisions would not be placed on board until the ship had passed the three-mile limit.

The captain of the vessel was willing to sail, "but as the passengers refused to allow him to get up steam until such time as he could show the written authority of the charterers for his departure, and as he was unable to secure that written authority, he appealed to the police for protection to enable him to carry out his wishes on board his vessel.

"In response to the captain's appeal, a force of about 175 men went out to the *Komagata Maru* in a tug, but were . . . repulsed by a shower of coal, iron bars, clubs and pieces of machinery thrown down by the Hindus, who were stationed at all advantageous points of the vessel. Several shots were fired by the Hindus, but the fire was not returned by the officers . . .

"To prevent rioting on shore, the mayor called out some of the militia, and the Canadian cruiser *Rainbow* was ordered to Vancouver."

The *Komagata Maru* finally left Vancouver for Hong Kong, escorted for a short distance by the *Rainbow*.

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LABOUR DAY MESSAGES

Claude Jodoin, President, Canadian Labour Congress

As Canadians observe Labour Day, 1964, we stand at the gateway of what may well prove to be a new era.

Over the years this holiday has traditionally honoured those who labour. With the passing of the years, the meaning of the word "labour" has, itself, taken on new significance and new meaning. Many years ago "labour" was used particularly with regard to those whose contribution was largely through muscular effort. Such effort is, of course, still an essential part of many undertakings; but "labour" has gained a broader meaning and is applied to many forms of human effort. This tendency is rapidly being emphasized to an even greater degree by the introduction of new methods and techniques which reduce the drudgery of many tasks.

It has been assumed that every able-bodied person should contribute his or her share of "labour," in one form or another, to the welfare of society. We now seem to be entering an era in which this contribution from every individual may no longer be required. If this proves to be so, then mankind, and most particularly we in the more highly industrialized countries, will be faced with adjustments of the most sweeping nature.

During the past three or four years we have experienced changes that have been identified by many outstanding authorities as the first stage of this great social revolution. The new conditions we face have, for example, been reflected in our experience in Canada with unemployment.

The reduction in over-all unemployment that has taken place during the past year is to be welcomed by all; but beneath the lower total figures are some characteristics that provide cause for deep concern.

There has been a tendency toward longer periods of unemployment among many of those who are finding difficulty in getting jobs. In other words, the "hard core" of unemployed is becoming harder. The figures show a particularly sharp impact of unemployment on young people and those lacking in skills. It seems obvious that young people entering the labour force are going to find the opportunities open to them increasingly limited and far more specialized than a few years ago. There are also great regional disparities in unemployment.

If these conditions are, as they have been interpreted, signs of a new period in which fewer workers will be required, then we must, without delay, adjust our thinking and planning to meet these changes.

Automation is already with us and is increasing at an amazing speed. It will inevitably grow at a much faster pace in the future and the effects of various forms of automation will be felt sharply in areas of employment that have so far been relatively untouched.

This is a great challenge facing our economy and facing all of us as Canadians. It is a challenge of which we in the organized labour movement have become extremely conscious, and there is a great awareness of the possible effects among many other groups in our society.

Organized labour is not opposed to automation. We are convinced that the new knowledge and skill which man is acquiring at such a staggering speed can be used for the good and welfare of all mankind. We feel, very strongly, that such advances can take on real meaning only when they are translated into human benefits. These benefits are not going to come automatically. Man's mechanical and scientific skill must be matched by a skill in applying this knowledge to human good.

This is the challenge and opportunity that confront us, not only as trade unionists but as Canadians. It is a challenge which is going to call for the best contribution from every section of society, working together. As trade unionists we might well dedicate ourselves on this Labour Day to assume our responsibilities in this connection so that labour's contribution in the future may be, as it has been in the past, toward the good of all mankind.

Jean Marchand, President, Confederation of National Trade Unions

The trade union movement, which guides itself on values that are beyond petty interests of all kinds, can contribute considerably toward harmony and understanding between Canadians. At this particularly difficult moment of our national life, its role can be of major importance.

Whatever their language, ethnic origin or religion, all Canadians, generally speaking, desire a betterment of their lot, whether it be in the form of greater security, a more adequate income, better protection of public health, or a better education. We have, therefore, many aims in common to attain. These common interests should not make us forget the legitimate aspirations of groups who wish to protect the values which are theirs and which, ultimately, contribute to the originality of our country.

This is why the Canadian trade union movement must not only be the master of its own structures but also must guide itself in relation to the needs of the Canadian workers and those of the country as a whole. The economic life, whatever its importance, cannot be given an absolute priority and be allowed to subdue all the other values.

If the concerns of commerce and industry are mainly with production and efficiency, those of an organization like the trade union movement must be more human and broader in scope. This is why it must protect itself against external influences that ignore its problems.

The CNTU takes the opportunity, on the occasion of Labour Day, to extend its greetings to all Canadian workers and to assure them of its loyal support of their legitimate aims and aspirations.

J. A. Huneault, International Railway Brotherhoods

Labour Day again reminds the workers of the world that another year of uneasy peace has prevailed and that the future, although somewhat obscure, appears to be brighter.

Organized labour, over the years, continues to voice its opinion on numerous subjects affecting its membership as well as the country and its people.

Government has recognized and accepted some of the proposals put forward by organized labour—for which we are grateful.

Transportation of wheat is of vital importance to the welfare of the railways and their workers. We view with anxiety the expansion of mechanization of railway operations and the efforts of the railways to abandon much of their lines. We see the aggravation of the unemployment situation through that medium. This will cause more misery to the working people of Canada.

The important thing is that government, labour and management should recognize these factors in the changing environment which causes this human misery and plan for the future development. By careful planning, through the efforts of all segments of society, prosperity and happiness can be achieved. Full co-operation will be required by all.

The welfare of all Canadians is the chief objective of labour. As we have done in the past, we offer our fullest co operation with government and employers in order that we may achieve the goal of bringing to the workers of Canada a measure of contentment.

This should be the objective for the coming year.

OECD Issues Recommendation on Manpower Policy

The Organization for Economic Co-operation and Development Council has issued a formal Recommendation to member countries to re-examine their manpower policies and report back to the OECD within a year on the action taken to implement the Recommendation.

Canada participated actively in the drafting of the Recommendation by the OECD Manpower and Social Affairs Committee. George V. Haythorne, Deputy Minister of Labour, was vice-chairman of this committee during its earlier meetings. More recently, William R. Dymond, Assistant Deputy Minister, represented Canada.

"This Recommendation to member countries should be regarded as a serious gentlemen's agreement," said Thorkil Kristensen, Secretary-General of OECD. "Governments in our 21 member countries agree to take definite steps to improve their capacity for counteracting employment disturbances; these may come from automation, from competition through tariff reductions or from other changes in the conditions of production. We all hope that member countries will handle these matters in a progressive way and not by restrictive and protective measures that are detrimental to their neighbours.

"In high employment situations the task is to help workers to switch over to the most remunerative jobs and to reduce scarcity of labour in the most expansive sectors.

"In boom or recession all countries should be able to stimulate occupational retraining and the geographical mobility of labour and to facilitate social adjustment as well as the rational location of industries to utilize local labour surpluses.

"We want to make clear," Mr. Kristensen added, "that manpower policy should become extensive and efficient enough to be part of economic policy for steady economic growth. It should no longer be only a set of palliatives, giving a little help in acute cases of need."

The concrete measures that should be undertaken according to this Recommendation are described in a Report on Manpower Policy as a Means for the Promotion of Economic Growth, prepared by the OECD Manpower and Social Affairs Committee. The report underlines that these policies are "expansionist with regard to employment and production but anti-inflationary with regard to costs and prices." They should be developed in close consultation with management and labour organizations.

A program along the lines pointed out by the Committee would mean:

—A more comprehensive employment service, which can be utilized by employees and employers of all categories.

—More extensive and detailed preparation of preventive or remedial action against employment disturbances (advance warning of reduced demands for labour, blueprints for emergency works, etc.).

—Substantial enlargement of adult training facilities and reforms in the general education and training system to meet the rapidly changing needs of modern technology.

—Forecasting of future occupational requirements, to act as a guide for developing education and training programs.

—The introduction or reinforcement of specific means for encouraging desirable geographical mobility (e.g., resettlement allowances, special housing programs in expanding areas).

—More systematic support of industrial expansion in backward or depressed areas with development possibilities.

—The intensification of measures to make it easier for marginal groups (housewives, older workers, the handicapped) to take up and keep gainful occupation.

—The development of income security programs, such as unemployment and redundancy compensation and special adjustment allowances in order to promote the acceptance of economically progressive changes by those most immediately affected.

The OECD Manpower and Social Affairs Committee has published a new report on "Manpower Policy and Programmes in the United States."

W. R. Dymond, Assistant Deputy Minister of Labour, was one of three OECD experts appointed to carry out the study, made with the co-operation of U.S. authorities.

The examiners studied the problems arising from a rapidly changing technology, the need for mobility and education, and the effects of racial discrimination on the labour force.

The report is in four parts: the OECD Manpower and Social Affairs Committee's recommendations, a statement by U.S. authorities, a report of the findings of the three OECD examiners, and a series of questions and answers by the examiners and the U.S. authorities.

The text of the Recommendation follows:

The Council

Having regard to Articles 1, 2 and 5(b) of the Convention on the Organization for Economic Co-operation and Development of 14th December, 1960,

Having regard to the attached Report of the Manpower and Social Affairs Committee of 19th March, 1964, on Manpower Policy as a Means for the Promotion of Economic Growth (hereinafter called the "Report"),

On the proposal of the Manpower and Social Affairs Committee,

I. APPROVES the Report.

II. RECOMMENDS that Member countries proceed—in the near future and as part of their development activities and their efforts to attain the growth target of the Organization—to a re-examination of their manpower policies in the light of the Report with a view to increasing their ability to solve employment problems created by technical and economic change.

III. RECOMMENDS that Member countries in carrying out this re-examination should undertake any appropriate consultations, particularly with management and labour organizations.

IV. REQUESTS Member countries to report to the Organization on action taken by them to implement this Recommendation, not later than by 30th June, 1965.

15 Ontario Employment Agencies Sign Fair Practices Agreement

The Ontario Human Rights Commission and the Association of Professional Placement Agencies and Consultants recently joined in pledging their "co-operation to the advancement of full and equal employment opportunity for all qualified workers irrespective of race, creed, colour, nationality, ancestry or place of origin."

The Declaration of Equal Employment Opportunity was signed by Hon. H. L. Rowntree, Q.C., Ontario Minister of Labour; Louis Fine, Chairman, the Ontario Human Rights Commission; and Mrs. M. Elizabeth Smith, Chairman of the Association of Professional Placement Agencies and Consultants.

To implement their pledge, the 15 members of the Association agreed to accept job orders from employers based solely on specifications of occupational fitness, and to refuse any job orders that are discriminatory. The classification and referral of applicants will be on the same basis.

Shortening of Work Week Urged By CLC Executive Council

The Executive Council of the Canadian Labour Congress last month called for a progressive shortening of the work week and other measures to reduce unemployment. The Council was dealing with a number of resolutions referred to it by the fifth constitutional convention held in Montreal in April (L.G., June, p. 464).

The proposal called for "appropriate adjustments in hourly rates to maintain the same take-home pay."

Provincial federations of labour will be asked to seek changes in provincial legislation to establish the eight-hour day, five-day week.

Other Proposals

Other proposals were advanced for:

—Vacation minimums of two weeks after one year's service, three weeks after three years, and four weeks after 10 yrs., with a minimum of nine paid statutory holidays.

—A minimum wage of $1.50 an hour.

—Legislation to prevent companies from contracting-out work to escape from the provisions of collective agreements.

—Establishment of the Municipal Winter Works Incentive Program on a permanent basis to permit municipalities to enter into long-range planning.

—A national policy to influence the retention and location of industries in areas of high unemployment and underdevelopment.

The Executive Council decided to set up a permanent secretariat, made up of economists and other specialists from the labour movement, to advise on economic problems. A special committee on labour-management relations and economic planning has also been established.

Canada Pension Plan

Proposals were advanced for both the Canada Pension Plan and the present old age security pensions. The CLC wants all wage earners and self-employed included in the Canada Pension Plan. They want full portability regardless of employment or place of residence and full benefits at age 65, with provision for earlier retirement, without reduced benefits, for disability.

For the old age security plan now in effect, the CLC proposed the establishment of a benefit of $75 a month payable at 65 years. It recommended that an escalator clause be provided to allow for increases in line with price rises.

U.S. Report Summarizes Programs Of Social Security in 112 Countries

A summary of the principal social security provisions in all countries of the world, including Canada, is presented in a report published by the U.S. Department of Health, Education, and Welfare. The report is entitled *Social Security Programs Throughout the World, 1964.*

The material is presented in the form of a separate chart for each of the 112 countries covered. The greater part of the programs listed consist of social insurance programs, but certain related types of programs are also included.

The chart for each individual country contains five horizontal rows and extends across two pages. The rows correspond to the five main branches of social security: old age, invalidity, and survivor programs; sickness and maternity programs; work-injury programs; unemployment benefit programs; and family allowance programs.

CLC Gives Scotton Responsibility For Federations and Councils

Clifford A. Scotton, Editor of the CLC's monthly magazine, *Canadian Labour,* will assume most of the responsibilities formerly held by Thomas B. Ward, who was recently appointed a member of the Unemployment Insurance Commission (L.G., July, p. 544).

Mr. Scotton's new duties will include liaison between the CLC and its chartered provincial federations and local labour councils. He will also become the Secretary-Treasury of the Union Label Department.

Mr. Scotton joined the Canadian Labour Congress in 1959 as assistant director of public relations. He was appointed Editor of *Canadian Labour* in 1961.

ARTEC Affiliates with CLC

The Association of Radio and Television Employees of Canada was accepted last month as an affiliate of the Canadian Labour Congress.

ARTEC, which represents 2,500 employees in broadcasting, will become a member of the CLC's Council of Broadcast Unions and will work in co-operation with other CLC unions in the broadcast field.

Immigration Total in 1963 Increased 25 Per Cent from Number in 1962

The number of immigrants into Canada in 1963 increased by 25 per cent over 1962's total, the Department of Citizenship and Immigration reported last month. A total of 93,151 immigrants entered Canada in 1963, compared with 74,586 in the previous year.

Immigrants destined for the labour force numbered 45,866, or approximately 49.2 per cent of the total. Of these, 10,563 were in the manufacturing and mechanical category; 9,640 were classed as professional and managerial. Clerical and service were the next largest classes with 6,186 and 6,009 respectively.

Immigrants from the United Kingdom and Ireland numbered 25,193 and represented 27.1 per cent of the total. Other large groups came from Italy (14,427), the United States (11,736), and Germany (6,744).

In Parliament Last Month

(page numbers refer to Hansard)

Bills of interest to labour passed during July included one to provide for the payment of allowances in respect of dependent youths between the ages of 16 and 18 years attending school or university, and one to facilitate the making of loans to students at a post-secondary school level.

On July 2, the Minister of National Health and Welfare introduced Bill C-108, a measure to provide for the payment of allowances of $10 a month to parents in respect of dependent youths between the ages of 16 and 18 years who are maintained by their parents and are attending school or university or are prevented from attending by reason of disability (p. 4938). It was given second (p. 5169) and third reading (p. 5181) on July 7, and received the Royal Assent on July 16 (p. 5572).

On July 13, the Minister of Finance introduced Bill C-110, a measure to facilitate the making of loans, through the banks, to students at a post-secondary school level (p. 5364). Given second reading on July 20 (p. 5726) and third reading on July 24 (p. 5938), the bill received the Royal Assent on July 28 (p. 6089).

On July 29, the Minister of Transport denied that the Government had promised to pay a subsidy to the railways to permit them to meet the cost of the wage increases they had undertaken to pay in their recent agreement wtih their non-operating employees (p. 6123). "There was simply an undertaking at the end of six months to look at the situation to see what might be appropriate at that time," the Minister said.

Impact and Implications of Office Automation

Absence of layoffs attributable to office automation is no assurance that it will not curtail clerical employment in years ahead, says first of new Department of Labour series

The absence in individual firms of substantial layoffs that can be attributed to the introduction of office automation should not be taken as assurance that electronic data processing (EDP) will not curtail clerical employment in the years that lie ahead. The fact of the matter may be that the effect of office automation on employment is hidden rather than open, it is asserted in Occasional Paper No. 1 (see box), *Impact and Implications of Office Automation.*

Most of the firms that have introduced EDP have avoided layoffs of employees, but their reliance on the attrition of their labour force through resignations, retirements, etc., may mean that the effect on employment will become apparent only when they come to the hiring of new employees.

"It seems quite clear that it will be the older worker, both male and female, in clerical supervisory and senior clerical positions who will have to bear the brunt of the negative impact of 'office automation' unless a determined, imaginative and flexible effort is mounted through counselling, placement, and retraining," says Dr. John C. McDonald, of the Economics and Research Branch, Department of Labour, author of the paper.

The paper gives a lengthy review of the progress of office automation and its apparent effects on the employment of clerical workers.

"The conclusion most often reached concerning the long-range employment effect of office automation is that clerical employment will continue to grow in the foreseeable future, but that the rate of expansion experienced in recent decades will not be sustained," the publication says.

Apart from automation's effect on the volume of employment, in its effect on the kind of employment it is "bound to result in some upgrading in the occupational composition of the office," Dr. McDonald believes. But, he says, what is far from clear is the nature, extent and tempo of such an upgrading effect.

"If the era of the automatic office lies in the future, the office comprised only of interesting and challenging jobs, staffed by highly qualified and generously renumerated personnel, lies in the far distant future indeed."

A survey of research literature leads to the conclusion that electronic data processing will displace, in departments where it is introduced, between a third and three-quarters of those engaged in routine clerical occupations, the paper says. It is assumed that most, if not all of these will be transferred to other jobs in the same establishment.

But "it is at the level above the bulk of the routine clerical work force—the clerical supervisors and long-service personnel in senior clerical positions—that the problems introduced by electronic data processing are causing most serious concern . . . ."

When the new system once comes into operation, there are two supervisors or senior clerks for each job that is left. The reason for this is not only that "the computer can handle large volumes of routine clerical processing at electronic speeds, but also because routine decision-making—which, together with discipline and training, has traditionally constituted the justification of the supervisory role—can now be programmed into the computer."

It was this fact that made the author think that it would be the older workers in supervisory and senior clerical positions who would bear the brunt of office automation.

(Continued on page 661)

Occasional Papers

The Economics and Research Branch has begun publication of a series of "occasional papers" containing the results of special technical or semi-technical studies, undertaken from time to time in the course of research carried out by the Branch, the complete results of which are not included in the Branch's regular series of reports.

The authors of these occasional papers will be exploring many aspects of their research findings and will assume responsibility for the statements made and opinions expressed; these should not be interpreted as official thinking or policy of the Department of Labour.

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McGill University's 15th Annual Industrial Relations Conference

Causes of unemployment and measures necessary to reduce it to the minimum were discussed at conference, whose theme was "Manpower and Employment." Minister of Labour gives address

The causes of unemployment and the measures that should be taken to reduce it to the minimum were discussed at the 15th annual conference of the McGill University Industrial Relations Centre, held in June. The theme of the conference was "Manpower and Employment."

Hon. Allan J. MacEachen, Minister of Labour, was the dinner speaker. J. P. Francis, Director of the Department's Economics and Research Branch, addressed the opening session.

At the following sessions, papers were presented by Pierre-Paul Proulx, recently appointed to the Department of Economics and Political Science at McGill; Dr. John H. G. Crispo, Professor of Industrial Relations, School of Business, University of Toronto; and Dr. Harry Johnson, Professor of Economics at the University of Chicago. Mr. Francis spoke on "The Unemployment Problem." Mr. Proulx delivered a paper on "The Structure of Unemployment in Canada." At the dinner, the Minister of Labour spoke on "Government Manpower and Employment Policy in Canada." Dr. Johnson gave an address on "Employment Theory and Public Policy in the North American Context."

The final session was a symposium at which a chairman and three specialists each presented some of his views on the conference theme.

The Minister of Labour

The Government's employment policy is concerned mainly with the creation of employment opportunities, and is directed toward providing conditions favourable to a satisfactory rate of growth in employment in the private sector of the economy, Hon. Allan MacEachen, Minister of Labour, told the delegates in a speech given at the annual dinner.

Taking as his theme, "Government Manpower and Employment Policy in Canada," the Minister said that Government policy operated principally on the demand side of the labour market through fiscal and monetary policy aimed at promoting a high rate of long-term economic growth.

There were other means by which such growth could be stimulated, but he asserted that in general the Government's economic and employment policies were "basically expansionist in character," and sought to promote growth not only in the country as a whole, but also in those regions that "have lagged behind the more fortunate parts of the country."

Mr. MacEachen distinguished between manpower policy and employment policy. The former he defined as being directed toward the effective development of the nation's manpower resources to meet the requirements of a growing economy, and toward helping the individual to develop his abilities to the full.

Employment policy, on the other hand, he described as being concerned with "the achievement of a high level of productive and freely chosen employment." The policy included the moderation, as far as possible, of cyclical and seasonal fluctuations in employment.

The Minister asserted that the Government's manpower policies were not "the piecing together of *ad hoc* and expedient solutions to a series of separate problems." In his department, research had played a significant part in the development of policies.

In formulating policy, labour, management and other interested groups, and the various advisory councils and committees were consulted. "It is vital that policies evolve out of the experience of those whom the policies affect intimately and who play . . . an important role in their implementation," the Minister said.

Policies in the field of manpower and employment must operate on both the demand and supply sides of the labour market. I note that you have had a paper on the so-called "Structural Controversy in the Canadian Context."

I want to emphasize at this point, and I would hope that my presentation of the policy of the government will bear this out, that government policy does not proceed, either in terms of its assumptions or in terms of its programs, on the basis that we are dealing simply with a problem of structural unemployment.

We do not believe that the level of unemployment can be reduced by simple policies which operate solely on the supply side of the labour market, although they make a contribution to the reduction of that portion of unemployment which results from structural causes.

The Minister then went on to speak of the policies of his own department, including those directed at moderating the seasonal swings in employment and unemployment; and manpower policies such as those concerning the technical and vocational training of youth, the adjustment of adult manpower to technological and economic change, the development of the National Employment Service, helping the physically, mentally and socially handicapped; and promoting growth and industrial development in the parts of the country that were lagging behind the rest of the country, such as the Atlantic provinces.

Vocational and Technical Training

Referring to the vocational and technical training of youth, Mr. MacEachen said that during the past three years the capital cost of training facilities developed under the federal-provincial technical and vocational training agreements had amounted to some $564,000,000, of which the federal Government had contributed about 75 per cent.

This buildling program had involved the construction of 282 new schools and 191 major additions and alterations to existing schools. The program would provide places for some 155,000 students in secondary schools, technological institutes and trade schools.

Mr. MacEachen outlined the measures the Government had taken, and was taking, to provide training for adult workers:

—Arrange for upgrading employed workers in partnership with industry and provincial governments;

—Training of the unemployed under federal-provincial agreements, the federal Government paying 75 per cent of the cost of training and 90 per cent of the allowances paid to support those taking training. During the past year, almost 50,000 were trained under these programs. He said that the objective of the new Manpower Consultative Service of his Department would be to assist labour and management in more effectively meeting the manpower adjustment problems arising out of the increasing pace of automation and technological change.

"A good public employment service is the centerpiece of an efficiently functioning labour market," the Minister said, and the Government had decided to transfer the National Employment Service from the Unemployment Insurance Commission to the Department of Labour in order to "ensure its integration in an effective way with other relevant aspects of employment and manpower policy . . . " The Government was also strengthening the NES by increasing its staff.

Part of the Government's manpower policy was to help those who were physically, mentally or socially handicapped, by providing "special facilities and assistance to help them to become as fully competitive as possible in a free labour market." Steps were also being taken to help the older workers who had difficulty in finding employment.

Mr. MacEachen then described the experimental program designed to help older workers who had been without employment for six months or more to secure employment along with on-the-job training. Under this program nearly 2,000 workers had been placed with individual firms across the country.

Regional Unemployment

Turning to the Government's policy on regional unemployment, the Minister said that its aim was "to bring job opportunities to the worker and to assist workers in depressed areas of the country to become competitive." It was not always desirable to move workers to jobs, nor was it socially or economically sound "to have highly unequal rates of economic development and progress in various parts of Canada."

For this reason, the Government had declared certain labour market areas, where incomes and productivity were low and unemployment and under-employment heavy, to be Designated Development Areas. To help these parts of the country, which took in about 10 per cent of the Canadian labour force, the Government had set up within the Department of Industry an Area Development Agency, and had provided certain taxation and other advantages to encourage industries to establish themselves in such areas.

"Looking at a larger lagging area of Canada, the Atlantic Provinces, the Government has set up an Atlantic Development Board, whose task will be to assist in the promotion of higher rates of growth, and to foster the development of employment in the region as a whole."

Recent developments in the Canadian labour market could justifiably lead to claims that the Government's manpower and employment policies had met with "an increasing measure of success," Mr. MacEachen said in reviewing the present position and the tasks ahead.

During the first quarter of 1964, there had been an almost-record gain in employment of 4.8 per cent compared with the corresponding 1963 period. In the United States, the gain had been 2.2 per cent.

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"Since the last quarter of 1961, employment in Canada has increased by 10.2 per cent, which compares with 1.9 per cent in the United States. Our seasonally adjusted rate of unemployment reached a peak of 7.8 per cent in the first quarter of 1961 (U.S., 6.8 per cent). Since then, it has dropped by a full 3.1 percentage points to 4.7 per cent this April (U.S., 5.5 per cent)."

The average rate of 4.7 per cent, however, had wide variations in rates in different parts of the country, ranging from 3.2 percent in Ontario and 3.4 per cent in the Prairie region to 5.0 per cent in the Pacific, 6.3 in Quebec and 8.2 per cent in the Atlantic region. One of the aims of Government policy was to reduce the level of unemployment still further, the Minister said, and as lower levels of unemployment were reached, a shift in policy might be necessary that would put more emphasis on regional industrial development and manpower policy to reduce the spread between unemployment rates in different regions.

In the rapidly expanding industrial areas of Ontario, Quebec and the Pacific Coast, shortages of certain kinds of skilled labour and professional workers were beginning to appear, and if these shortages increased, more would have to be done to promote the mobility of the unemployed and to train them to fill the increasing number of job vacancies.

A greater effort on the part of employers, unions and governments to improve the basic education of the long-term unemployed and to develop their skill would be necessary as the pool of unemployed shrank, leaving fewer persons who were capable of filling jobs without being trained for them.

J. P. Francis

Under-employment may be a greater problem than unemployment, in terms of the numbers involved, said J. P. Francis, Director of the Economics and Research Branch, Department of Labour, in an address on "The Unemployment Problem."

By under-employment he meant those "who are not working to the extent that they want to or who are in marginal types of employment where productivity and incomes are very low." This is a particularly important problem from the manpower point of view because valuable resources are being wasted.

Until recently, very little attention had been paid to this aspect of the employment problem because unemployment was such a pressing problem, Mr. Francis told the delegates, but in the future we will have to act on both problems, "because an affluent society should not tolerate one any more than it does the other."

With the aid of charts, Mr. Francis showed some of the changes that have taken place in labour supply and demand since 1960 as a background against which to describe the present unemployment situation.

Unemployment is the joint product of two major problems, he said: a problem of inadequate demand, and a problem of the effectiveness with which the labour market handles the allocation and re-allocation tasks assigned to it when labour demand and/or supply changes. Both these aspects have been evident in the Canadian economy, which, since 1950, has gone through three full cycles of economic activity and is now well into a fourth.

The impact of these cycles on employment in the major non-agricultural industries varied considerably. Employment in durable goods manufacturing and in construction showed the greatest variation, both up and down. On the other hand, three industries—trade, finance, and service—showed no cyclical declines at all over this period.

Labour Demand

The changing character of the labour demand is further demonstrated by the fact that, in the current cyclical expansion, which started in March 1961, the greatest employment expansion has occurred, not in the durable goods manufacturing and construction industries, but in the service industry. Labour demand has been shifting from the goods-producing to the service-producing industries.

The labour market has been able to handle the re-allocation problems raised by this shift only to a "limited extent," because of the great differences in much of the employment offered by the two groups of industries, Mr. Francis told his audience.

The re-allocation task appears to be a simple one: the shifting of workers from industries that are declining to industries of continuing employment increases. But this is not so. For many reasons, many workers released by the declining industries remain unemployed while the needs of the expanding industries are met from other sources.

Many of the jobs in the service-producing industries, for example, require relatively high levels of education, involve working with people rather than things, and carry relatively low salary or wage levels. On the other hand, redundant workers in the goods-producing industries tend to have relatively low amounts of education and often no skills or obsolete ones.

An illustration is provided by the situation where a coal miner with less than Grade 8 education loses his job at a time when high school teachers are badly needed. The miner is not going to be able to fill the teaching vacancy.

With a perfectly functioning labour market, of course, the coal miner should find some other employment which utilizes his talents to a considerable extent, and through a succession or series of shifts a person with minimum qualifications for teaching would emerge and fill that job. Unfortunately, this complicated type of movement takes place rather slowly and imperfectly so that for considerable periods at least the coal miner will remain unemployed while the teaching job will remain unfilled.

Technological developments play an important part in changing the labour demand in the long run. The trend in recent years has been away from the "blue-collar" or production occupations to a great variety of "white-collar" or administrative and office workers, said the speaker.

In assessing these changing occupational requirements from the point of view of their significance for unemployment, it is important to know if they were primarily the result of the pull of demand or the push of changing supply conditions. If they were mainly induced by demand, then we might expect that many unemployed people would have been pulled back into employment as those with the required skills were re-employed or as other job openings became available to them as employed workers moved around in response to rising needs and earnings in the expanding occupational fields. On the other hand, if they were mainly the result of supply factors, then the impact on the existing pool of unemployed would be much smaller.

Not much is known yet about the role of demand and supply in the changes in occupational employment trends, Mr. Francis said. But a member of his Branch had found that over the past decade, the supply of persons for clerical positions was the dominant factor in the growth of that occupation. Of professional occupations, the growth in demand was the most important.

Employment growth can vary a great deal between regions and areas. And the differing rates of employment growth, combined with the size of the country, impose a very high geographical mobility requirement on the Canadian labour force. But the high economic and social costs of this kind of mobility, which are often overlooked, frustrate attempts to transfer workers from one part of the country to another.

Apart from cyclical and long-run shifts and changes in manpower requirements, seasonal swings in employment account for from one quarter to one third of Canadian unemployment over the course of the year, Mr. Francis said.

Labour Supply

Labour supply is changing as well as demand. In the 1960's, large numbers of young people will be entering the labour force. They will have relatively high levels of education but little work experience. "Unless employment growth is substantial, these people are apt to experience relatively high rates of unemployment and pose a special kind of unemployment problem," predicted the speaker.

In the past decade, then, we have been experiencing changes in both the level and character of labour demand and supply, these changes have imposed on the labour market a tremendous task of allocating and re-allocating manpower, and unemployment has fluctuated, primarily because of the level of demand but also because of imbalances in labour supplies and imperfections in the operation of the labour market.

When looking at the unemployment that now exists in Canada, it is important to remember that the unemployed do not consist of a more or less unchanging group of people, Mr. Francis pointed out. On the contrary, it is a residual pool of workers which changes greatly even from one month to the next, although the kinds of workers that move into and out of this pool tend to bear many similar characteristics.

Unemployment rates are highest in industries where growth is slow and seasonal variations extensive. By far the highest incidence of unemployment is among the manual and primary occupational groups: these two groups accounted for 73 per cent of all the unemployed in 1963. And the unemployment rate for men is much greater than that for women.

Despite the increasing proportion of men and boys under 25 years of age who are attending school, the unemployment rate for this group is high. "One of the significant problems of the future may be that of ensuring that these relatively highly educated but inexperienced young people make the transition from school to work with as little unemployment as possible," Mr. Francis said.

The Unemployment Problem

In view of this changing labour demand and supply and of the residual pool of unemployment, Mr. Francis described five aspects of the unemployment problem:

1. The basic unemployment problem, "a complex and difficult one," is to ensure that over-all economic activity is at a level which provides sufficient job opportunities of a productive kind for all those who want to work.

2. The problem of stimulating employment in those geographical areas and those times of the year that pools of unemployment accumulate, keeping always in mind the general efficiency of the economy.

3. The preparation of young people for a rapidly changing, technically complex and highly organized economy.

4. The stepping-up of the means which are available to permit the employed labour force to make the occupational and skill adjustments which our dynamic economy requires.

5. The need for labour mobility. Labour market policies can help to increase the mobility of the labour force and overcome regional pools of unemployed.

The unemployment problem, then, is a many-sided one, the solution to which . . . involves the stimulation of employment, the development of manpower resources, and aids to the operation of the labour market. The relative importance of these types of action can vary from time to time, with labour market policies becoming particularly important in those periods when the economy moves toward full employment. On these occasions, labour shortages can begin to create bottlenecks even when unemployment is still generally high.

Over the past ten years the economy has moved toward what might be regarded as a full employment position on two occasions, in 1956 and at present. On both of these occasions, we had the situation where specific labour shortages developed considerably before rates of unemployment reached socially acceptable levels. At present, for example, we seem to be moving into a period when unemployment, although declining, is still above 4 per cent on a seasonally adjusted basis, while labour shortages are starting to appear. The importance of facilitating the mobility, in the broadest sense of that word, of existing labour supplies in this kind of a situation is abundantly clear.

It was here that Mr. Francis sounded the warning that in the quest for high levels of employment and productivity, the problem of under-employment should not be overlooked.

Discussion

In the course of the discussion that followed his address, Mr. Francis said, with reference to immigration, that he would be inclined to support certain types of immigration as long as it did not interfere with young people's chances of getting work, but that immigration ought not to be a substitute for training.

A delegate asked why rates in the industry had more affect on wage movements than the local employment situation did. How much of this inflexibility of wages was due to collective bargaining? he asked. Mr. Francis said he thought that collective bargaining was only the framework within which wages were set rather than the reason for their being set at a certain level.

Prof. Harry Johnson thought that the fixing of wages on a national basis through collective bargaining introduced distortion and contributed to immobility of labour. Mr. Francis suggested that collective bargaining on a national scale was not very important in Canada. But an expert on industrial relations who was in the audience disagreed with this view, citing the pulp and paper, steel and other industries as instances in which national bargaining prevailed.

Pierre-Paul Proulx

"The federal authorities now have no significant new reason for being concerned with structural unemployment," said Pierre-Paul Proulx at the close of his paper on "The Structure of Unemployment in Canada."

"Individuals have always existed who have had the wrong skills, ages and sex; and they have always lived in regions which suffer from relative disadvantages for many reasons."

This was the general conclusion he drew from his recently completed study of structural unemployment in Canada. Mr. Proulx, who has been preparing his doctoral thesis at Princeton University since 1961, is shortly to join the Department of Economics and Political Science at McGill University.

Mr. Proulx's paper was devoted to a definition and description of structural unemployment, an explanation of the conclusions he drew from it.

There was still a difference of opinion about the causes of recent unemployment in Canada, he said, and in particular about how much of it was to be attributed to inadequate aggregate demand and how much to structural causes.

He defined inadequate demand as a total expenditure on goods and services that was insufficient to give rise to full employment.

"Structural unemployment is usually taken to mean long-lasting unemployment due to a mismatching between the education, training, skills, locations, age, sex and other characteristics of work seekers, and the requirements of employers," he said.

Depending on whether the unemployment being dealt with was considered to be of the structural or deficient-demand type, the alternative cures were either selective or non-selective, Mr. Proulx said.

The selective policies are all aimed at restricted and particular unemployment problems. Examples of such policies are: general education, vocational education, apprenticeship programs, retraining of the unemployed, labour market information and placement services, programs to assist geographical mobility

of labour, and selective fiscal expenditure and tax policies to strengthen the economic base of depressed communities.

The non-selective policies are primarily concerned with the level, and not the structure of unemployment. They include general tax cuts and monetary policy, for example.

Mr. Proulx said that he would not try to make any direct estimate of the magnitude of structural unemployment in Canada at any particular time, but rather would try to find out whether there had been any change in its extent or direction.

Variety of Structures

The difficulty of measuring structural unemployment was complicated by the variety of structures—by region, by industry, by occupation, by sex, by age, etc.—and by the way in which unemployment in them varied with changes in the general level of unemployment.

As an example, the speaker referred to unemployment in the Maritimes. "Even at low over-all levels of national unemployment, workers in the Atlantic provinces, workers in the forestry, fishing and trapping industries, labourers, workers in the 14-19 age group, etc., have always had unemployment rates two, three, and more times as high as the national average unemployment rate."

Anyone examining unemployment rates by region, industry, etc., will notice that any change in the over-all level of unemployment causes unemployment to change more in the Atlantic region than in the Prairie region; more in the forestry, fishing and trapping industries than in the service industry; more for unskilled labourers than for office and professional workers, etc.

"A doubling of the national unemployment rate has always been accompanied by more than double changes in certain regions and industries, and less than double changes in other regions and industries . . ."

Unemployment by Region

His analysis of unemployment by region was based on the DBS monthly *Labour Force Survey's* division of the country into five regions: Atlantic, Quebec, Ontario, Prairie, and Pacific.

At any one national level of unemployment, Mr. Proulx said, the Atlantic region had consistently experienced the highest level, with British Columbia and Quebec alternating in second and third place, Ontario in fourth, and the Prairie region in fifth place.

"Any increase or decrease in the national unemployment rate causes unemployment to rise and fall at different rates in the regions of Canada."

Unemployment by Industry

Data given in the *Labour Force Survey* show that unemployment rates in eight selected groups of industries rise and fall at different rates as the over-all level of unemployment varies.

A rise or fall in the national unemployment rate causes unemployment to rise and fall more rapidly in the forestry, fishing and trapping industry than in the construction industry. Similarly, any change in the national level of unemployment causes unemployment rates to rise and fall more in the construction industry than in the mining and quarrying industry, which in turn experiences more pronounced changes in unemployment than does the manufacturing industry, where, in turn, unemployment rises and falls more than in transportation and public utilities, where in turn unemployment rises and falls more than in trade, where finally unemployment rises or falls more than in the service industries . . . .

The unemployment rates of 29 per cent in forestry, fishing and trapping, and 21 per cent in construction in 1961, for example, did not result from more structural unemployment in these industries, but were to be expected because of the high over-all levels of unemployment that existed in 1961.

Unemployment by Occupation

Unemployment rates in seven groups of occupations for which data are provided by the *Labour Force Survey* also rise and fall at different rates as the over-all level of unemployment varies.

The general conclusion the speaker drew from his study of unemployment by occupation was that the changes in the over-all unemployment rate provide the major explanation of the uneven changes in unemployment rates by occupation, and that "we now have no grounds for greater concern about shortages of workers in specific occupations at low levels of over-all unemployment than we had previously.

"This conclusion does not imply that we should be satisfied with the way specific occupational unemployment rates vary as the over-all level of unemployment varies, or that we should do nothing to alleviate the shortages of workers in specific occupations as the over-all unemployment rate becomes low."

Unemployment by Age Group

The unemployment rate for teen-agers has always been the highest of any age group and it rises and falls more than the average rate as the general level of unemployment rises and falls, Mr. Proulx pointed out.

"We can therefore conclude that there has been no change in the age structure of

unemployment at equal over-all levels of unemployment."

Referring to the increase in the percentage of unemployed seeking work for long periods, Mr. Proulx found reason to believe that this fact did not, in itself, mean that more of the unemployed were unemployable. "The increase in long-term unemployment may simply mean that jobs were harder to get for everyone, not that there is a special class of long-term unemployed which is increasing in number. In other words, any increase in the over-all level of unemployment is bound to mean that more people will be seeking work for longer periods of time."

In concluding, he said his analysis suggested that the main reason for the controversy about whether the magnitude of structural unemployment had changed was "the fact that it was not fully realized that the structure of unemployment varies as the over-all level of unemployment varies."

His study indicated that there had been no change in the structure of unemployment by industry, by occupation, or by age group that cannot be explained by the fact that the over-all level of unemployment also changed.

Dr. John H. G. Crispo

In the argument between those who say that a deficiency of general demand is the main cause of large-scale unemployment and those who say that imperfections in the working of the labour market (structural difficulties) are responsible, there was something to be said on both sides, Dr. John Crispo told the conference.

In his paper on "Manpower Training Implications," Dr. Crispo, who is Assistant Professor of Industrial Relations at the School of Business of the University of Toronto, advocated a middle course between the measures for producing full employment proposed by the "generalists" and those proposed by the "structuralists."

He agreed that the "generalists" were right in saying that the dimensions of the structural problem diminished significantly when the economy was booming and the labour force in general was approaching full employment. But he held that methods of direct attack on the question of the unemployment of particular groups of people were necessary.

To neglect these, he argued, and to rely entirely on "keynesian full-employment policies" would mean asking more of such policies than they could be expected to accomplish "without unleashing unwanted inflationary forces."

Taking the unemployment situation in the Maritimes as an illustration, the speaker said that to try to reduce unemployment in that part of the country to a tolerable level solely by stimulating aggregate demand indiscriminately across Canada would amount to a form of economic lunacy.

Except in unusual situations neither the extreme generalist nor his counterpart in the structuralist camp should be paid any heed. What is required is a balanced program which is flexible enough to be geared to the varying mixtures of general demand and labour market deficiencies which appear in the economy from time to time. Otherwise there will be a tendency to ignore one set of policies and expect too much from the other.

Education and Training

Dr. Crispo then went on to explain his ideas on education and training as a means of preparing young people for the labour market.

One of the main difficulties in deciding what kind of education should be given to young people, he said, was that it was almost impossible to forecast with any certainty "what is likely to happen to the job content of particular occupations, let alone the changing requirements of the labour force as a whole." It might be premature to say that workers would have to change their occupations at least two or three times in a lifetime, but it was clear that the trend was in that direction.

The safest assumption was that the labour market would call for more and more skill in continually changing variety. For this reason, the schools must aim at giving students a strong foundation of general knowledge on which they could later build up the special skill or kinds of skill that the labour market required.

"This means that premature specialization must be avoided whenever possible" in order that students may have the time to devote to general education that will make them flexible and adaptable enough to respond to the changing demands they are likely to run into during their work careers.

Only students who were incapable of adapting themselves to this kind of education should be encouraged to depart from it, and everything possible should be done to hold pupils in school. What was needed more than anything else was "a sufficient range of courses to meet the varying interests, abilities, aptitudes and attitudes of the student population."

The authorities who decide educational policy wished for more vocational options in the high schools; but there was the fear that many jurisdictions may have moved too far and too fast.

The wish to take advantage of "the federal Government's largess in this field" might have led provincial and local officials to make hasty decisions that were not favourable to the wise spending of money. But because of the neglect of vocational education facilities in the past, outright wastage no doubt had been held to a minimum, he said.

Prof. Crispo here emphasized the point that although the principle of offering more alternatives to students in high schools was good, this did not necessarily mean that the answer lay entirely in adding to the number of vocational options.

"What may be needed in the academic courses is a series of classes in each subject into which individual students would be placed in accordance with their qualifications in that specific field. What this would mean in practice is that a student might be in a top class for some subjects, an intermediate class for others, and so on."

This plan, the speaker thought, by holding more students in the straight academic programs for longer periods, would enable them to acquire a sounder grounding upon which to base their later more-vocationally-oriented training.

Such a change, however, would require the modification of the entrance standards of our post-secondary-school institutions. Universities would have to give more weight to those high school subjects that were essential in the particular course of study chosen by the student. Instead of continually raising the standard required for matriculation, or in special university entrance examinations, universities should consider ways of varying their requirements according to what was needed in particular courses.

This would not only prevent students from getting into courses for which they were ill-qualified, but it would also help to ensure that those who were promising in certain ways were not prevented from following their bent because they happened to be weak in one or two non-essential subjects.

Vocational Options

But however important this change might be, it would in no way obviate the necessity for strengthening the vocational options in the high schools. If the main object was to keep students in school for as long as they were able to absorb useful knowledge, such options must be provided for those "who by reason of ability or inclination respond more positively to a combination of academic and vocational education than to a straight academic curriculum."

The mere duplication of the limited range of workshops traditionally added to our high schools, however, might have the effect of flooding the labour market during the next few years with potential carpenters, draftsmen, etc. But a more fundamental criticism was that the vocational options were not providing students with broad enough occupational training. The answer would seem to lie in placing more emphasis on training "families of occupations" rather than in particular occupations within those families.

Taking the trowel trades as an example, Dr. Crispo suggested that youths should be given general training in these trades rather than in "one of their specialized offshoots." This would not only help them to choose their specialty, but also would make it easier for them later to transfer from one of the trowel trades to another if the need should arise.

For most entrants into the labour force, however, a degree of specialized training was desirable, if not essential. Some kind of specialized training should be provided for those who lacked the desire or ability to finish, or go beyond secondary school.

But even then, the high schools could hardly be expected to turn out finished products. "This normally requires more on-the-job training than the schools can possibly provide.

Employer's Responsibilities

"At some point, therefore, the employer must take on certain responsibilities. Either in the form of formal apprenticeship programs or as informal on-the-job training, the employer has an obligation to complete the training of those he hires from the secondary school if he hopes to derive full value from them."

After many years of neglect, large employers in this country were beginning to realize this, but they were running into the same difficulties that had plagued the small firms, and they sometimes found it uneconomical to give the type of training they knew was needed. "This is why post-secondary-school education and training institutions are assuming more and more importance in this country."

The speaker suggested that it might sometimes be economical to pay well-equipped firms to allow their facilities to be used for training purposes. And he suggested exploration of the idea that trade associations might undertake training.

The lack of suitable vocational counselling facilities was deplored by the speaker. As the number of choices open to students

increased, it was obvious that they and their parents needed more advice and counsel, and the lack of this would result in costly mistakes and drop-outs.

Instead of washing their hands of drop-outs, the schools should be trying to win them back. To do so would require the provision of special classes, and even entire special schools, since the drop-outs would probably be unwilling to re-enter classes along with those two or three years younger. than themselves. The expense this would entail would be smaller than the social expenditures that would be required if these people were to become welfare charges, along with their dependents.

Training of Adults

Turning to the question of retraining those already in the labour force, "little less important than the training of youth," Dr. Crispo contended that a large part of the Canadian labour force clearly lacked the basic education needed to enable them to benefit from training or retraining in the more demanding skilled trades and technical occupations.

Programs 4 and 5 of the Federal-Provincial Technical and Vocational Training Agreement, under which provision was made for this kind of training, could play an important part, and they merited more support than they had so far received, the speaker said. Under Program 4 (Training in Co-operation with Industry) little had been done except for the Leaside pilot project (L.G., Feb. 1963, p. 108).

The speaker thought that the traditional attitude of employers to in-plant training was largely responsible for failure to take advantage of this program. "Most employers have been hesitant about engaging in any form of training from which they could not expect some immediate pay-off. Only when employers realize that their human capital is just as vital to the success of their enterprises as their material investment is their attitude likely to change," he said.

Another consideration that might have caused some employers to be wary about taking up this plan was the probable effect on union-management relations. When a union was involved it was likely to demand a part in deciding who was to benefit from an upgrading program, and perhaps a voice in other parts of the undertaking as well.

Where jobs might eventually be at stake, the union would naturally tend to insist on preference for the senior workers. For the employer to agree to this would be to risk upgrading workers who might be retired shortly afterwards.

In such cases, the speaker suggested that a guarantee of early retirement on full or partial pension for those rendered redundant might reconcile the union to the passing-over of senior workers for upgrading purposes. "Since the cost of any such concession might be too great for the individual employer to bear, this might be an appropriate point at which to introduce some kind of special government subsidy," he said.

"Whenever it can be shown to be more economical to pension off senior employees as casualties of economic progress and concentrate on upgrading, training and retraining junior employees, we should not hesitate to offer subsidies for this purpose. Before this was done, however, a careful calculation of the total costs involved—both private and social—would have to be made . . . ."

Apart from any such arrangement, Dr. Crispo suggested that there was room here for give and take between labour and management, and this might not be possible "unless both sides are willing to take a more liberal approach to the structuring of seniority units, and unions are willing to accept more emphasis on ability to learn, as opposed to ability to do, when it comes to the shifting about of employees in response to new work requirements."

Ultimately, much would depend on management's willingness to adopt more enlightened and far-sighted manpower training and development policies. It was understandable that small firms should be content to leave the job of improving the quality of our labour force to others, but we could not allow our larger enterprises to adopt such an attitude.

The speaker remarked that the federal Government's new Manpower Consultative Service might help in directing the attention of management and unions to the part they should play in training in industry.

Training of Unemployed

Program 4 and Program 5 (Training of the Unemployed) should complement each other more fully than was generally understood to be necessary. Superficially, it would seem that the answer to the existence of heavy unemployment of the unskilled and semi-skilled alongside shortages of some kinds of skilled workers would be to train the unskilled to fill the skilled jobs. But comparatively few of the unemployed had enough formal education, or were willing to spend enough time to make such a jump.

Although Program 5 should not be precluded from offering skilled training for those unemployed who could benefit by it,

"most of its efforts should be concentrated on the more modest goal of providing the unemployed with a better base from which to begin their climb up the occupational ladder . . . . The main purpose should be to raise his general calibre to the point where employers will be willing to take him in at one of their normal intake levels."

The difficulty was that this would work only if employers so arranged their in-plant training programs as to ensure a steady upward movement in the ranks of their employees, thus continuing to provide openings for newcomers with enough basic knowledge to take advantage of the opportunities that offered. Thus, unless Program 4 and various kinds of in-plant training programs were functioning effectively, it would be difficult for Program 5 to do so.

Dr. Harry G. Johnson

The view that unemployment is mainly caused by insufficient aggregate demand received strong support from Dr. Harry Johnson of the University of Chicago in his address on "Employment Theory and Public Policy in the North American Context."

Dr Johnson is a native of the Maritimes and gained his first teaching experience at St. Francis Xavier University. He is now Professor of Economics at the University of Chicago.

He was sceptical of the wisdom of the federal Government's piecemeal method of attacking unemployment, based on the idea that "structural" maladjustments are an important cause.

He criticized the Government's readiness to spend money in various programs for relieving unemployment without making any systematic attempt to find out beforehand whether the expenditure was likely to be justified.

In a brief review of the fiscal and monetary policies pursued by governments in North America since World War II, the speaker said that in the earlier part of the period it had been assumed that the principal danger was of economic depression. There had also been the aim of keeping interest rates low in order to help the cause of government financing. It had been supposed that it was better to have too much demand than too little. The result had been inflation.

In the reaction that followed, the emphasis had been on avoiding inflation; and the measures that had been taken to that end had resulted in a slowing down of the economy. Dr. Johnson contended that governments were still labouring under the fear of inflation that had been built up as a result of the mistaken policies of the earlier postwar period.

Before Keynesian theories of full employment had been tested, it had been assumed that full employment would be reached at the level at which prices were stable, and that full employment would be a condition of price stability. The possibility of a conflict between price stability and full employment had been overlooked.

It had turned out, however, that there was such a conflict; and he thought that the view now was that a choice had to be made between full employment and inflation. It had been shown that as the rate of employment increased there was also an increase in the pressure on prices.

This conflict had resulted in what was looked upon as choice between two moralities; between avoiding, on the one side, the evil of depression with people out of work, and, on the other, the evil of robbing long-term creditors and people with fixed incomes.

There had been a failure, Dr. Johnson contended, to recognize that the market does adjust itself to inflation through the general level of interest rates. After the initial robbery of holders of fixed-income securities in the period before 1950, interest rates had risen enough to compensate holders of such securities for the inroads of inflation, he argued.

Now, it was not a choice between moralities, but between policies; and attempts had been made to calculate the losses produced by a policy of monetary stability, on the one side, and those produced by an inflationary, full-employment policy on the other.

Another Approach

This conflict had led to another approach, namely that of trying to improve the economic system in such a way as to reduce unemployment while at the same time maintaining price stability.

One approach was based on the idea that the monopoly power of big unions and big business was responsible for rising wages and prices, and that the power of these monopolies should be curtailed. Another method was that of appealing to the self-interest of labour and management to induce the two parties to refrain from raising wages and prices.

But wages and prices were not controlled by monopolies, Prof. Johnson said. Rises in wages and prices outside the area they controlled would defeat any efforts they could make, and would therefore defeat the appeal approach. No one has yet shown

that there is an easy way out of the dilemma of high unemployment or rising prices, he said.

He was not happy about the idea that it was the duty of governments to foster economic growth. He thought that the idea was the outcome of political rivalry and of the wish to distract attention from the failures of government policy in the 1950's. He doubted how far governments could assume responsibility for economic growth unless they knew more about what induces such growth.

He held that the case for tax incentives aimed at stimulating growth rested on evidence that had not been proved. Such incentives amounted to subsidies for some people who might have no particular claim to them.

Passing on to the question of fixed versus variable exchange rates, the speaker outlined the difficulties connected with both types. The theory that emerged was complicated, he said. With a fixed exchange rate the necessity for keeping costs and prices competitive with those of foreign industry might act as a restraint on a full-employment policy. With a floating rate, on the other hand, there was no such direct restraint of that kind, but difficulties of other kinds might develop.

The early postwar period before 1957 had been one of European reconstruction and dollar shortage; the second period since 1957, one of European recovery and dollar glut (or over-valuation). In the first period, Prof. Johnson said, wages and prices in North America had got out of hand, and in the second, monetary restraint had been too tight.

In both Canada and the United States, opinion had been caught unprepared for the change in the conditions of world trade, which involved substantial shifts in North American policy. In the United States a change of budgetary policy had been a slow process owing to the prevailing popular dislike of budget deficits. The result had been a long period of heavy unemployment.

U.S. Record Better

The United States, however, in Prof. Johnson's view, had had a better record than Canada. There had been more confusion of ideas in Canada, and more desire to find new explanations for unemployment in order to relieve the Government of responsibility for dealing with the problem of inadequate demand.

Prospects in both countries had improved, but in Canada the improvement was due more to good luck than to good policy. The forced devaluation of the dollar had helped, as had recent sales of wheat to the Soviet Union and China. The speaker thought that there had been a serious degradation in the functioning of the federal Government in Canada.

He found the Government's *ad hoc* approach to manpower problems disturbing. It was using its resources in ways that produced small results but serious dislocations. As an example, Prof. Johnson said that the Government's plan for encouraging the export of automobile parts by offering a rebate on imports, the idea being that this would provide more employment, amounted to a 44-per-cent subsidy on wage costs in the industry when other industries were not so favoured.

The real question, he said, was how much return the Government was getting from the money it was spending on its various programs. Regarding winter employment programs, he said it might be expected that persons whose work was by its nature seasonal would be paid enough extra to compensate them for their seasonal layoff. But when these people were paid unemployment insurance benefit it amounted to a public subsidy to these trades, and this might be expected to draw more labour into them than was needed. The Government's winter employment policy, he argued, tended to offset one set of distortions by producing another.

The speaker criticized the type of statistics that had been cited by the Minister of Labour the day before as evidence of the success of the Government's employment policies, and he again insisted on the need for a searching analysis to find out how much real return the taxpayer was getting for his money.

Discussion

In the question-and-answer period that followed Prof. Johnson's address, he enlarged on some of his points. He said that the Department of Labour was the only federal department that had been following a full-employment policy, and since it had had only certain instruments of labour policy to use, it was natural for it to use them.

But he thought that having embarked on certain programs it might have to keep on with them. The raising of minimum labour standards, for instance, might be found to have raised a conflict between the higher standards and the subsequent need to raise the standard of training to match them.

Regarding seasonal unemployment, he suggested that it might be better to put up with this type of unemployment than to

spend money in trying to keep people employed. This view was challenged by a delegate who contended that there were other considerations to be taken into account besides cost. Other values might justify the spending of money, even if it could not be justified on economic grounds, he said.

Prof. Johnson thought that there was a tendency to apply what were regarded as social values in a rather irrational way. If such values were to be recognized, it might be less costly to do so in other ways than by using uneconomic measures to create employment.

When a delegate suggested that rather than pension off workers who could not find employment it might be better to provide them with sheltered employment, Prof. Johnson said that a scientific approach should avoid the tendency to decide questions according to individual feelings. He thought that sheltered employment would provide a lot of unnecessary jobs.

If some people could not be trained for regular employment, the alternative of providing them with income rather than jobs should be considered. When a delegate suggested that income might not be a substitute for jobs, Prof. Johnson remarked that it was the practice to force people to retire at a certain age.

Symposium

At a symposium on the final afternoon of the conference, a chairman and a three-member panel made brief comments on the preceding discussions.

The symposium bore the title "Viewpoints," and the chairman was Hon. Eric Kierans, Minister of Revenue of the Province of Quebec. Dr. Harry Crowe, Research Director of the Canadian Brotherhood of Railway, Transport and General Workers, represented a labour view; Robert Moyse, formerly of the Department of Finance, Ottawa, and now an official of the Aluminum Company of Canada, represented a management view; and Dr. Arthur J. R. Smith, Director of Research of the Private Planning Association of Canada, represented an economist's view.

Hon. Eric Kierans

An attack on the federal Government's monetary and fiscal policies as being the cause of Quebec's need for federal "handouts" was made by Mr. Kierans. He contended that Quebec had the brains, skill and natural resources it required for its economic development, but the federal Government's policy of balanced budgets and tight money stood in its way.

Quebec, which had no direct control over monetary policy, was not at all concerned with balancing the budget, but was looking only at the effects of budget policy in creating demand and employment. If equalization payments were the only solution Ottawa had, the cost of such "handouts" would go up. In any case, Quebec was tired of handouts, and more generous ones would not solve the problems of the province.

The speaker denied that the policy of budget deficits and easier money would lead to unchecked inflation. To prevent this, reliance should be placed on a freer trade policy and a flexible exchange rate. But Mr. Kierans said he doubted whether the federal Government had "the guts" to put into effect the economic policy necessary to create full employment and to save Confederation.

Dr. Harry Crowe

Responsibility for full employment lay with the federal Government, but the Government was hampered by its concern with providing a defence against a non-existing danger of inflation, Dr. Crowe said.

It seemed to the layman that in the Government's manpower policy there was confusion between a series of objectives, and this procession of objectives seemed to have the support of upper civil servants, he asserted.

Dr. Crowe thought that the removal of tariffs between Canada and the United States would be desirable, and he suggested the removal of the bulk of the tariff wall between the two countries as an objective for Canada's centennial.

Robert Moyse

In presenting a management view, Robert Moyse supported the opinion that the Government should pursue a policy of promoting sufficient aggregate demand. Some structural unemployment problems were partly the result of inadequate demand.

With full employment, there would be an improvement in the attitude of the unions toward technological change and an improvement in labour mobility.

Referring to regional problems, Mr. Moyse said he doubted how effective a "macro" economic policy could be in a country like Canada. In economic matters the whole responsibility could not be laid on the federal Government. He could not conceive how 11 provinces could be got to agree on a co-ordinated macro economic policy.

Mr. Moyse suggested that a basic education of at least Grade 9 or 10 standard was needed to enable employees to profit by in-plant training. A broader education, rather than more specialization, was needed. He agreed that industry had some responsibility, but he contended that education was mainly a community responsibility.

Mr. Moyse said he could not see how we could have full employment without a flourishing export trade, and in order to have a flourishing export trade we must keep competitive.

Dr. Arthur J. R. Smith

The importance of not only full but also of efficient employment was emphasized by Dr. Smith.

A significant feature in Canada during the past three years had been a quite considerable reduction in total unemployment, greater than in the United States. But we had done less well than the U.S. in the matter of productivity.

Productivity measurements suggested that Canada's record over the past six or seven years had shown the slowest growth of productivity of any industrial nation, and the slowest compared with our own past record. This slow growth in productivity had occurred in spite of enormous capital investments in the recent past that should have resulted in a rapid increase in productivity, but which had not yet shown any significant "payoff".

The shift of resources from agriculture to industry also had not shown up in productivity gains as much as would have been expected. Dr. Smith thought, however, that these things had provided the basis for a rapid increase in productivity during the next decade.

As employment became fuller the appearance of bottlenecks and tensions were to be expected, but the speaker saw no evidence of serious problems of this kind as yet. He thought, however, that there might be some cause for concern about the danger that we were moving toward a period of inflationary pressures and unduly low levels of unemployment.

Royal Commission on Health Services

In first volume of report, Commission recommends development of comprehensive health services program, available to all, regardless of age, condition, residence, or ability to pay

The development of a comprehensive health services program available to all Canadians regardless of age, condition, place of residence or ability to pay is recommended in the first volume of the report of the Royal Commission on Health Services, which was published at the end of June. The report contains 200 recommendations.

The Commission was headed by Mr. Justice E. M. Hall, of the Supreme Court of Canada, who at the time he was appointed chairman of the Commission in June 1961 was Chief Justice of Saskatchewan.

The Commission appended to its report a "Health Charter for Canadians," which declared that "the achievement of the highest possible health standards for all our people must become a primary objective of national policy and a cohesive factor contributing to national unity, involving individual and community responsibilities and actions. This objective can best be achieved through a comprehensive, universal Health Services Program for the Canadian people."

The program proposed in the report is to cover not only medical care, but the whole range of personal health services, including provision of prescribed drugs, dental and optical services for children, organized care of crippled and retarded children, and prosthetic and home care programs.

To provide for the training of the professional persons needed to carry out the program, the establishment of new medical, dental and nursing schools is recommended.

The Commission advised that in providing services for treatment, any distinction between physical and mental illness "and the attitudes upon which these discriminations are based, be disavowed for all time as unworthy and unscientific."

Defining the meaning of the expression, "a comprehensive, universal health service program," the Health Charter says:

"Comprehensive" includes all health services, preventive, diagnostic, curative and rehabilitative, that modern medical and other sciences can provide; "universal" means that adequate health services shall be available to all Canadians wherever they reside and whatever their

financial resources may be, within the limitations imposed by geographic factors; "Health Services Program" consists of legislative enactments and administrative arrangements to organize comprehensive universal health care, including prepayment arrangements for financial personal health services introduced in stages . . . .

Cost of Proposed Scheme

In referring to the cost of the proposed scheme the report contends that Canada can afford the price that must be paid. The Commission reckons that during the 30-year period 1961-91, the gross national product (in constant 1957 dollars) will increase almost fourfold to $133 billion, while the population will barely double to 35 million.

Consequently, the Commission contends that the proposed increase in per capita expenditure on health services that its plans will involve will not encroach upon a greater share of gross national expenditure than it did in 1961, within a range of 1 to 1.5 percentage points.

The Commission recognizes that the primary responsibility for health services and for the staging, scope and administration of health programs rests with the provincial governments, but it says that financial assistance will have to be given by the federal Government. It recommends that the latter's contribution be about 50 per cent, and that the cost of hospital care for patients in mental and tuberculosis institutions be shared under the Hospital Insurance and Diagnostic Services Act.

The report recommends that the right to determine the order of priority of each service and the timing of its introduction be exercised by the provinces. In the case of medical services, the Commissioners recommend that benefits under the program shall not be paid until two or more provinces containing half the population of Canada have entered into an agreement with the federal Government to provide such benefits, and the provincial laws relating to it have come into force.

Retarded and crippled children should be given high priority in any health services program, the Commission says, and the provision of prosthetic devices (artificial limbs, teeth, etc.) should no longer depend on charity, but should be supplied as of right when needed. This would apply to adults as well as children.

The report recommends a new program in children's dental care that will ultimately provide all necessary dental services for children up to the age of 18. To help to meet the difficulty presented by the present shortage of dentists, the introduction of a new profession to be called "dental auxiliaries" is recommended. These auxiliaries would be young women who, after two years post-high school training, will staff the children's program under the supervision of dentists.

The Commission recommends also that, in view of the reduction in dental disease to be expected from a fluoridation program, every community water system shall be fluoridized.

All children under age 18 should receive eye care and eye glasses, the Commission says.

Supply of Doctors

The report deals at length with the means by which the supply of doctors and dentists should be increased to match the growth in population and the demands of the health scheme. It reckons that by 1991 an additional 19,350 doctors and 8,550 dentists will be needed, and that by 1971 the number of nurses will have to be increased by some 42,000. By that time, 3,000 of the new dental auxiliaries will be needed, a number that will expand to 9,000 by 1976.

By 1971, the number of hospital beds needed will be 60,000, according to the Commission's estimate.

Recommendations made by the Commission for increasing the number of professional persons to the necessary extent, include:

—Reducing the present three-year course for the R.N. certificate to a two-year one, but at the same time increasing the proportion of university-trained nurses employed in hospital schools of nursing and in supervisory positions.

—Making available, as part of a seven-year "crash program," grants of $3,500 to graduate nurses to help them to prepare themselves for university and hospital teaching, and bursaries of $2,000 for registered nurses who want to obtain university qualification in nursing.

—The establishment by stages of five new medical schools in different parts of the country, and the expansion of existing dental schools and opening up of four new ones. The federal Government should pay half the cost of the construction of the new school buildings and equipment and the cost of establishing associated teaching hospitals.

—Giving, as part of a seven-year crash program, grants of $5,000 to doctors who undertake postgraduate training in specialties where there are shortages and to dentists specializing in dental public health, preparing for a university teaching career or for participation in the children's

dental program. During the last two years of his undergraduate training, each medical or dental student should, on request, be given a training grant of $2,000, if his performance is satisfactory.

To help universities during the period of expansion of their professional schools, the federal Government should, in the beginning stage, establish a health profession university grant of at least 50 cents per capita, for distribution to universities with facilities for the education of health professions. In addition, the federal Government should establish a health facilities development fund that would help in the provision of medical, dental, nursing and other health profession education facilities.

The Commission recommends the introduction of a program for raising the qualifications of optometrists, and the integration of schools of optometry into the universities.

To provide for the needs of people in sparsely settled or remote territories, especially in the northern region, use should be made of air ambulances, two-way radio communication, additional nursing stations and medicine depots. Health services should be provided for Indians and Eskimos of the same quality as those provided for the rest of the population.

Against Voluntary System

The Commission recommends the establishment of a "universal" program of health services, and advises against the adoption of a voluntary system, such as the plan in force in Alberta and the one being considered in Ontario. A voluntary plan, the Commission says, would not give protection to the part of the population that needs it most. It rejects any kind of means test, and it argues that a fund established by a democratically elected legislature, with the limitations it proposes, cannot be said to be compulsory in any democratic sense of the term.

Although the report recommends government participation in the provision of health services, it repudiates "state medicine" for Canada. It would base the program upon the freedom of the patient to choose his doctor or dentist; and the right of the latter to accept or refuse to accept a patient, except in an emergency or on humanitarian grounds, and to choose the place and nature of their practice. Canada's health resources, the Commission says, should be organized on a non-political basis.

To finance the scheme, the establishment of a health insurance fund in each province is recommended. The fund should be contributed to by the federal Government and by provincial governments from revenue obtained from premiums, sales or other taxes, or general revenues as they may decide.

The report recommends that the basic method of paying for medical service by physicians in private practice should be by fees for service, although other methods or combinations of methods are recognized as desirable under certain circumstances. The schedule of maximum fees or other payments should be negotiated between the medical associations and the respective provincial agencies, with provision of an appeal procedure, but with no extra billing or deterrent charges. A program of free drugs is recommended for long-term therapy, and of government payment for drugs in excess of $1 per prescription in all other cases.

Provision of special facilities for treatment of alcoholics in general hospitals, and of drug addicts in a non-penal unit in at least one general hospital in each of the larger centres, is recommended.

For the benefit of the patients and to keep down costs, the Commission recommends the launching of full-scale programs of home care under hospital or community control in every urban centre of 10,000 population or larger.

The Commissioners recommend the convening by the federal Government of a federal-provincial health conference within six months of the tabling of Volume 1 of the report in order that the program may be put under way as soon as possible.

The Committee calculates that by 1971 the annual cost of continuing our present system of health services would be $4,015,000,000, or $178 per person, and it contends that the program it recommends can be financed for an additional $466,000,000, or $20 per person.

If we carry on with the same services as we have now, the proportion of gross national expenditure devoted to health care measured in current dollars, will rise from 5.4 per cent in 1961 to 5.5 per cent in 1971. A program such as that recommended by the Commission would cost about 6.1 per cent in 1971, the report says.

Most of Canada's expanding health care program can be paid for out of the extra income that will come from more efficient use of our resources and the continuing growth of the economy during the coming years, the Commission says. It contends that, even under conservative assumptions, this country can readily finance the health services program recommended in the report.

National Technical and Vocational Training Advisory Council

The National Technical and Vocational Training Advisory Council held its seventh meeting in Montreal. It was only the second time that the Council had met outside Ottawa; the Council marked its 20th anniversary in 1963 by meeting in the home province of its Chairman, Dr. G. Fred McNally, former Chancellor of the University of Alberta.

The Council has been reconstituted on a new basis of representation and this was the first meeting for the majority of the members present.

The Council adopted resolutions that:

—The Technical and Vocational Training Branch of the Department of Labour assume the leadership in determining what kind of student places should be provided by 1970.

—Guidance and counselling for training programs be a concern of the Council.

—A "feedback" of information from the National Employment Service to the authorities responsible for training be established, so that the training requirements of industry could be better determined.

—To accelerate Program 4—Training in Co-operation with Industry—that this program be brought more actively to the attention of industry.

Through an amendment of the Technical and Vocational Training Assistance Act, the number of Council members has been increased from 23 to 28, including the Chairman, and the representation changed to broaden its basis. All of the 28 members had not been appointed at the time of the meeting.

Representation on the reconstituted council has been given to:

The Canadian Association of Administrators of Labour Legislation, the Canadian Education Association, the Canadian Federation of Agriculture, the Canadian Home and School and Parent-Teacher Federation, the Canadian School Trustees' Association, the Canadian Teachers' Federation, the National Advisory Committee on Technological Education, the Apprenticeship Training Advisory Committee, the National Council of Women of Canada, the provinces, employers and employees.

Employees are represented by the Canadian Labour Congress, with two members, and the Confederation of National Trade Unions, with one member. Employers are represented by the Canadian Manufacturers' Association, with two members, and the Canadian Construction Association, with one member. The provinces are represented by members of the Provincial Advisory Committees who are not civil servants.

Impact of Office Automation

(*Continued from page 645*)

But "the most dramatic impact of electronic data processing is probably reserved for the managerial occupations . . . .

Consider the case of the traditional organization consisting of five or more major divisions, each headed by a senior executive reporting to the president or managing director . . . .Now, assume that the application of the computer is designed to integrate the major operations of the several divisions. The important question then becomes which executive will gain control of the new technology and its complement of organizational and personnel resources. In the emerging organizational structure in which the computer has become the operational heart of the enterprise, the winner in this power struggle emerges with no peer in the organization save the chief executive himself . . . .

The effect of office automation on middle management is likely to be equally sweeping, if less dramatic, the paper says. Here, however, there will be some compensation in that certain new technical, professional and staff jobs will be created to take the place of the primarily supervisory ones that are wiped out.

In a chapter on the effects of office automation on conditions of work and employment, Dr. McDonald says that it is probably too early to tell whether the net effects will be to increase or diminish the feelings of pressure, de-personalization, monotony and boredom that are common in clerical work.

The reduction or elimination of the most routine clerical operations should help to mitigate the problem. On the other hand, for the short-run at least, the proportion of machine-attendant positions with which these syndromes are commonly associated seems likely to grow. A large segment of these jobs consists in that strain-evoking, trigger-attentive idleness that is the hallmark of the monitors of automation and advanced mechanization.

The paper draws attention to the appearance of shift work associated with office automation as a new phenomenon in the office although "thus far, the impact of rotating and permanent night shiftwork appears to be largely restricted to operating and maintenance personnel."

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Total civilian labour force (a) (000)	July 18	7,232	+ 2.7	+ 2.8
Employed (000)	July 18	6,967	+ 3.1	+ 3.3
Agriculture (000)	July 18	724	+ 7.7	− 6.6
Non-agriculture (000)	July 18	6,243	+ 2.5	+ 4.6
Paid workers (000)	July 18	5,757	+ 3.2	+ 4.7
At work 35 hours or more (000)	July 18	5,400	− 6.1	+ 3.2
At work less than 35 hours (000)	July 18	689	− 13.9	+ 7.8
Employed but not at work (000)	July 18	878	+316.1	+ 0.7
Unemployed (000)	July 18	265	− 6.0	− 9.6
Atlantic (000)	July 18	32	0.0	− 8.6
Quebec (000)	July 18	102	− 2.9	− 8.9
Ontario (000)	July 18	75	− 14.8	− 7.4
Prairie (000)	July 18	27	+ 12.5	−10.0
Pacific (000)	July 18	29	− 12.1	−17.2
Without work and seeking work (000)	July 18	249	− 7.4	−10.4
On temporary layoff up to 30 days (000)	July 18	16	+ 23.1	+ 6.7
Industrial employment (1949=100)	May	128.9	+ 3.5	+ 4.2
Manufacturing employment (1949=100)	May	121.3	+ 2.3	+ 4.3
Immigration	1st Qtr 1964	17,546	—	+30.8
Destined to the labour force	1st Qtr 1964	8,850	—	+30.9
Strikes and Lockouts				
Strikes and lockouts	July	72	+ 9.1	+18.0
No. of workers involved	July	18,183	+ 20.0	+ 6.3
Duration in man days	July	147,710	− 24.5	−18.4
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	May	$86.80	+ 0.5	+ 3.7
Average hourly earnings (mfg.)	May	$ 2.02	+ 0.5	+ 3.6
Average hours worked per week (mfg.)	May	41.4	+ 0.7	+ 0.5
Average weekly wages (mfg.)	May	$83.55	+ 1.0	+ 4.1
Consumer price index (1949=100)	July	136.2	+ 0.7	+ 2.0
Index numbers of weekly wages in 1949 dollars (1949=100)	May	147.9	+ 0.7	+ 2.1
Total labour income $000,000.	May	1,940	+ 3.7	+ 8.4
Industrial Production				
Total (average 1949=100)	June	219.7	+ 3.2	+ 7.9
Manufacturing	June	197.0	+ 3.7	+ 7.1
Durables	June	206.5	+ 3.0	+ 8.3
Non-durables	June	188.8	+ 4.3	+ 5.9
New Residential Construction (b)				
Starts	July	14,190	+ 11.8	+11.4
Completions	July	9,460	+ 27.0	+15.4
Under construction	July	72,089	+ 6.9	+ 6.8

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Course in Rehabilitation

Training course in rehabilitation attracts workers from many parts of Canada. Federal-Provincial Rehabilitation Program assists in financing and carrying out of the training course

Rehabilitation workers from many parts of Canada attended a training course in rehabilitation in Winnipeg in June. The course, which was held at the Manitoba Rehabilitation Hospital, was arranged by the Canadian Rehabilitation Council for the Disabled in co-operation with the Department of University Extension and Adult Education of the University of Manitoba.

As for previous courses and workshops, the Federal-Provincial Rehabilitation Program assisted in the financing and the carrying out of this training plan.

National Co-ordinator

The National Co-ordinator was one of the lecturers, with the particular assignment of outlining the growth and development of rehabilitation and the government program in rehabilitation, and long-range plans to benefit the disabled.

The curriculum included lectures and demonstrations in various aspects of physical rehabilitation such as activities of daily living, ambulation, self-help techniques; ways of evaluating the psychological, psychiatric, social, educational and vocational assets of the disabled individual; prevocational exploration of these assets; methods in treatment, therapy and counselling.

Problems of handicapped children, particularly in regard to special educational needs and subsequent employment, were explored.

In addition to general theory and practice, the problems of those with specific disabilities—the blind, cerebral palsied, paraplegic, mentally retarded and mentally restored—were included in the program.

Training and Employment for Retarded

A recent report from the Ontario Association for Retarded Children shows that there are 26 full time workshops in the province providing training and employment to 525 retarded adults.

A certain amount of craft work is done and the products sold. The majority of the workshops carry out subcontract jobs of various types and one workshop has worked out a plan with the local newspaper whereby the trainees go to the plant and do the collating and preparation for shipment of the daily newspaper.

Placements in 1963

During 1963 placements of persons trained in these workshops have been made in the following categories:

Labourer in a small shop
Stockroom and general clean-up man
Cafeteria helper
Elevator operator
Domestic
Assistant in a Beauty Salon
Shop-hand in a small box factory
Shop-hand in a wood-working shop.

Canadian Hearing Society Reports

The annual report of the Executive Director of the Canadian Hearing Society shows that during 1963 employment was obtained for 249 individuals. Some of these required re-placement which brought the total number of jobs to 291, an increase of 9 per cent from the number of the previous year.

A matter of concern is the steadily increasing number of applicants for temporary summer employment. This service is offered to senior students who are referred from the school, having shown satisfactory progress in the school program.

The society works in close co-operation with the provincial co-ordinator of rehabilitation services, the National Employment Service and other agencies and services to see that the hearing handicapped receives the kind of help he needs to become a well-adjusted individual.

Branch Office

The demands for service upon the society have led to the opening in April 1963 of a branch office in Ottawa. This follows the opening of a Western Ontario office a year earlier.

In addition, the Society has moved to a new location in Toronto that provides not only better office facilities, but also a hall for meetings and club activities.

Annual Michigan Conference on Aging

Several speakers emphasize importance of special efforts to facilitate re-employment of unemployed older workers. Other discussion topics were retraining, preparation for retirement

The problems of older workers received considerable attention at the 17th Annual Conference on Aging held at the University of Michigan, Ann Arbor, from June 29 to July 1.

Several speakers referred to the importance of special efforts to facilitate the re-employment of unemployed older workers and the need for training and retraining. Retirement and adequate preparation for retirement were also among the topics discussed.

The importance to a retired person of contacts with his previous employer and fellow workers was stressed. One large firm's recognition of this need was pointed out: the personnel division interviews all retired employees according to a plan. Of 1,800 retirees, 1,500 had been interviewed in the past year. This program of keeping in touch with retired employees had proved beneficial to the retirees and had at the same time provided the firm with valuable information for future efforts in connection with retirement.

Dinner Speaker

Daniel P. Moynihan, U.S. Assistant Secretary of Labor, principal speaker at the conference dinner, spoke on the war on poverty and its implications for older people.

He stressed a contradiction in the present American economy. In today's affluent society many people had achieved a high standard of living, he said, but in some underdeveloped areas and regions adversely affected by technological change, many people had incomes far too low to maintain a decent standard of living. Even in areas of high employment, many, including older citizens, were victims of the unequal distribution of wealth.

Mr. Moynihan described the efforts of the United States Administration in the war on poverty, and urged delegates to participate actively in this humanitarian program.

Governor George Romney of Michigan, in the closing address, called for a return to older moral values; and urged that the older generation should be restored to the position of dignity, respect and authority that it held in family life in pioneer times.

The theme of this year's conference was the multi-generation family. The changes in family life brought about by the rapid advances of the twentieth century were examined in some detail.

It was recognized that each generation had a responsibility to share the challenge of helping to strengthen family life. Each generation of the family should accept some responsibility for the support and security of its older members.

Workshops were held on such topics as income maintenance, employment, retirement, training and retraining, recreation, housing, and health and welfare. In each workshop group these subjects were discussed in considerable depth.

Retirement and the Family

The discussion group dealing with retirement and the family, under the chairmanship of Prescott W. Thompson, M.D., dealt mainly with the difficult period of transition from work to leisure.

Another group deliberated at some length on income maintenance and the various ways by which income could be provided, such as: employment and retraining for work; sheltered workshops; savings and investments; social security and welfare measures.

Jack Weinberg, M.D., Clinical Director, Illinois State Psychiatric Institute, Chicago, addressed the opening plenary session on the subject "Interpersonal Relationships in Multi-generational Families."

Dr. Weinberg spoke of the need to find out how a multi-generation family could function most smoothly. The healthy, united family did not need external forces to bring it together, he pointed out; but the sick, dispersed family must be helped to re-establish its cohesion.

The 550 delegates to the conference included 14 Canadians, one of whom was a representative from the Department of Labour's Division on Older Workers. Other Canadians present represented educational institutions; religious groups; several national, provincial, municipal, and voluntary organizations; and federal government departments. United States delegates came from some 40 States and from Puerto Rico and the Virgin Islands.

The Arts of Management Conference

Because most management training courses in Canada are not open to women, the Conference was set up specifically for women. First session held in 1962; this year's is the third

Because most management training courses in Canada are not open to women candidates, the Arts of Management Conference was established in 1962 specifically for women. A second session was held in 1963 and the third was held this spring at Scarborough, Ont.

The eight-day program was designed to give women in business an opportunity to study the principles of maangement and improve their managerial ability.

The Arts of Management Conference is modelled on the "Henley Experiment" in England, which was initiated at the Administrative Staff College at Henley-on-Thames in 1946, and is subsidized by private business and financial organizations.

The Henley course lasts three months, and the participants live in residence. It is limited to 66 men and women drawn from a variety of industrial and commercial concerns large and small, including banks, utility services, central and local government, and the armed services. Men and women are equally eligible, and the basic qualification is not academic distinction but practical experience.

First Conference

The idea was brought to Canada by Margaret P. Hyndman, Q.C., who visited the Henley operation in 1949 and subsequently conceived the idea of introducing a similar program in Canada, for women. The Toronto Business and Professional Women's Club endorsed her idea, and sponsored the first Arts of Management Conference in 1962. It was attended by 38 women.

The Canadian conference, like the English one, is held in residence. In order to ensure that study and training shall be uninterrupted, classroom and discussion rooms are provided exclusively for the use of those attending. There is a reference library of pertinent business textbooks; and a tape recorder, typewriter and other equipment is provided.

The 38 women registered for the conference included delegates from business, provincial and federal government organizations, as well as two or three owner-managers of private firms.

The faculty consisted of representatives from business, industry and labour, and resource specialists and university teachers. The program comprised lectures, case studies, panel discussions, group and individual exercises, and general planning sessions.

Material, subject matter, and methods of instruction were well balanced. Topics dealt with included the function and responsibilities of management, business organization, communication, human relations, production, marketing, labour relations, business finance, business ethics and policy. Open discussion was always encouraged, and most of the delegates participated fully.

Another Feature

Another feature of the program was the UNIVAC business game, which was introduced for the first time, and was played nightly during the session. The particular game played had to do with "marketing management simulation."

The Harvard School of Business case study method was used to supplement lectures, panel discussions, role-playing and other training methods throughout the conference.

The "arts" of management which gave rise to the name of the course, and which were central to much of the discussion, were: the ability to take greater responsibility, to make decisions readily, to make the best use of experts, to organize, delegate and supervise, and the ability to differ from others objectively.

Advance study material was forwarded to each delegate before the conference, together with some suggestions for preparatory reading. As time was so short at the conference itself, this proved useful, since it enabled some preliminary work to be done.

The amount of material covered in the eight days was large both in range and quantity. It was not assumed, however, that any of the subjects would be "learned," in the true sense of the word. The object was to introduce a variety of aspects of business that could be pursued more thoroughly at will later on, and to give delegates a new understanding of the significance of their present work.

Mrs. I. E. Johnson attended as a delegate on behalf of the Womens' Bureau.

Manpower Situation, Second Quarter, 1964

Economic activity continued to advance during the second quarter of 1964. Almost all indicators of business activity registered gains, and the outlook for the months ahead remains exceptionally bright.

Industrial production increased by 2.3 per cent between March and April, recording one of the strongest gains for a single month in the past several years. Unfilled orders and new orders in manuacturing have been rising steadily in recent months, seasonal factors apart, and have been running ahead of the same months last year.

Employment has moved up steadily this year. In the second quarter of 1964, total employment averaged 6,576,000, which represents an advance of 334,000 from the average in the first quarter. Over the same period for the past ten years, employment has shown an average advance of 316,000.

Thus far in 1964, manaufacturing employment has shown an uninterrupted upward trend, although the gains have been generally smaller than in the last half of 1963. The durable goods sector continued to be the most expansive component in manuafcturing. There was some further improvement also in the non-durable goods sector, particularly chemicals and petroleum products.

The factory work week, at 41.1 hours in April, has remained practically unchanged since last October, except for a temporary decline in April as a result of a reduction in average hours worked in durable goods industries.

The service-producing industries figured prominently in the employment expansion during the second quarter, marking the fourth consecutive quarter in which employment in these industries has made a particularly strong advance. Sharing in the improvement were service, trade, finance, insurance and real estate.

Since the upward trend in service employment began to accelerate a little more than a year ago, the expansion has been concentrated in community and personal service. In government, business and recreation service, employment levels have shown little or no change during the past year.

Providing somewhat less than usual employment support in the second quarter was the construction industry. After showing great strength during the winter season, the pickup during the spring and early summer was much slower than at this time in most previous years. To some extent, this was expected, as the Winter House Building Incentive Program, together with the increase in sales tax on building materials scheduled for the beginning of April, has the effect of bringing forward a substantial amount of work that would otherwise have been carried out later this year.

The decline was steeper than expected, however, though it appears to be only temporary. Housing starts are once again running above last year. The value of building permits has been rising in both residential and non-residential sectors.

Although non-residential construction has not been a major expansionary force so far this year, it is likely to show much more buoyancy during the second half of 1964. Much of the new strength will come from increased activity in industrial building. Contract awards in May set a record, industrial awards reaching the highest total in almost eight years.

One of the notable weaknesses so far this year has been highway construction. Activity in this sector has been somewhat lower than last year, although the volume of work planned for 1964 was greater than in 1963. The survey of Public and Private Investment concluded at the beginning of the year indicated a sizable increase in this year's highway construction program.

The resource industries have been an increasingly important source of employment strength during recent months. Forestry, in particular, has been very active, mainly as a result of an upturn in pulpwood logging. In the second quarter, employment in pulpwood logging averaged about one fourth higher than in the same period last year, and was noticeably higher than in any previous year since 1959. The expansion in pulp cutting quotas this year can be attributed in part to a noticeable strengthening in the market for forest products, particularly for chemical pulp. Requirements in the newsprint sector have been growing, though still at a fairly modest rate. Export shipments of wood pulp have risen substantially over the year. Pulpwood inventories are currently slightly higher than a year ago as production gains outpaced the upward trend in sales.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

Almost all parts of the mining industry have shown evidence of strengthening during recent months, reflecting a basic improvement in the market for a wide variety of mineral products. World demand for most metals and non-metallic minerals rose on a broad front during 1963, and the early part of 1964. As a result, excess supplies have been largely removed and idle capacity is being utilized to meet the needs of an expanding market.

Employment was significantly higher than a year ago in all branches of the mining industry. In metal mining, the outlook remained generally bright. The only apparent weaknesses were in uranium and gold mining, where layoffs are scheduled to take place later this summer. A gold mine in the Porcupine area of Northern Ontario, employing some 200 workers, is scheduled to be shut down later this summer owing to a lack of ore.

Employment Trends in Manufacturing

Manufacturing employment increased by 65,000 between the first and second quarters of 1964. The average increase for this period in the past five years was 58,000.

An upward trend in employment was apparent in iron and steel products and in the automotive and aircraft and parts industries. Structural and fabricated steel plants have shown steady increases in employment during the first half of 1964 after experiencing a consistent downward trend since the early part of 1963. Other parts of the steel industry that have registered persistent gains this year are primary metals, heating and cooking appliances and machinery.

Steel production has been stepped up noticeably during the past year, but even so, delivery dates have lengthened, and there are some indications that later this year production may not be able to keep pace with the expanding market.

In the first four months of 1964, primary steel production was 13 per cent higher than in the corresponding period in 1963 and 29 per cent higher than in the same period in 1962. Such heavy steel industries as automobiles and construction have figured prominently in the increased demand for steel products.

The strength of the automotive industry is expected to carry over into the second half of this year. With sales showing a steady upward trend over the first half of this year, a brisk market is anticipated for the 1965 model cars. In May of this year, sales of North American cars set a record for the month and were 8.5 per cent higher than in May 1963. If the 1965 models sustain customer interest, the automotive industry will be experiencing its fourth consecutive big year.

Because of the excellent demand by automobile producers, production of tires has been running from 10 to 15 per cent higher than last year. In the rubber products industry as a whole, employment has shown little change since the beginning of the year, although increased hirings have been scheduled to take place later this summer.

Except for shipbuilding and repairing, which experienced a moderate decline, employment either expanded or was maintained in all parts of manufacturing during the first half of 1964. Considerable support came from a continued upward trend in exports, although the external sector did not show the exceptional strength that was apparent the latter part of 1963. Among the export commodities that showed large year-to-year gains were wood and paper products, metals and non-metallic minerals.

The year-to-year employment increase of 90,000 in manufacturing was concentrated largely in the automotive, iron and steel and wood products industries. Other durable goods industries that showed sizable gains were aircraft, non-ferrous metals and electrical apparatus. In the soft goods sector, rubber and textiles showed notable job strength over the year.

Unemployment

In the second quarter of 1964, unemployment averaged 326,000, down 45,000 from the average in the second quarter of 1963. Married men accounted for 29,000 of this decrease. Teen-agers comprised a somewhat larger proportion of the total unemployed than a year ago.

Unemployment rates were lower than in the second quarter of 1963 in all regions. The unemployed as a percentage of the labour force remained substantially lower than the Canadian average in Ontario and the Prairies.

Of the 326,000 unemployed in the second quarter of 1964, almost one third had been seeking work for less than one month, a substantially larger proportion than in the previous year. The proportion of persons unemployed seven months or more was somewhat lower than the year earlier 16.9 per cent, compared with 18.6 per cent.

Regional Manpower Situation

ATLANTIC

In the Atlantic region, employment conditions improved noticeably during the first half of 1964. Between the first and second quarter, employment increased by 65,000, an unusually large gain for this time of year.

The June estimate of employment, 610,000, was some 35,000 or 6.0 per cent higher than a year earlier. Unemployment showed a larger than seasonal decrease during the first half of this year.

Forestry employment has shown a larger than seasonal increase during recent months. The gains in agriculture and fishing were about normal for the time of year. Mining employment remained virtually unchanged during the second quarter, although a small layoff occurred during May at the iron ore mines in Bell Island.

Activity in pulpwood logging increased noticeably during the second quarter (discounting seasonal factors) and was higher, on average, than in any corresponding period during the past five years. There was some improvement also in the lumber industry as a result of firmer demands from both the domestic and foreign markets. Exports of softwood in the first six months of 1964 were substantially higher than in the same period last year.

Manufacturing employment increased more than usual during the second quarter. Increased activity in sawmilling, iron and steel products and railway rolling stock brought total manufacturing employment well above last year's total. The April index of manufacturing employment stood at 109.3, which was 5.4 per cent higher than a year earlier. Employment in shipbuilding increased slightly during the quarter, but remained somewhat lower than a year ago.

Skilled workers were reported to be in short supply in a number of manufacturing occupations.

The construction industry was very active during the second quarter, after contributing relatively little to the expansion earlier this year. Over the year, construction employment showed an increase of a little better than 4 per cent. Increases were reported in building as well as in engineering construction.

The service-producing industries continued to expand during the second quarter. The largest year-to-year gains took place in service, finance, insurance and real estate. Smaller gains occurred in trade, transportation and communication.

Unemployment in the region averaged 48,000 in the second quarter, a drop of 12,000 from the average in the second quarter of 1963. The unemployment rate averaged 4.7 per cent this year, compared with 5.5 per cent in the second quarter of 1963.

In June, the classification of the 21 labour market areas in the region (last year's figures in brackets) was as follows: in substantial surplus, 0 (1); in moderate surplus, 15 (14); in balance, 6 (6).

QUEBEC

Employment in Quebec (adjusted for seasonal variations) edged down slightly during the second quarter of 1964 after registering a particularly strong advance during the first three months of the year. The increase of 63,000 from the first to the second quarter was somewhat below the average gain during this period in the past five years.

In June, total employment in the region reached 1,839,000, an increase of 43,000, or 2.4 per cent over June 1963.

Employment in manufacturing was well maintained during the second quarter. The textile industry continued to expand, and cotton yarn, woollen goods and synthetic fabrics showed significant gains in output and employment. In Montreal, there was a particularly noticeable improvement in primary textiles.

Activity in the rubber and wood products industries showed a somewhat larger than seasonal increase during the second quarter. The iron and steel industry has experienced very little change during recent months from the high level of activity reached in the opening quarter. Structural steel mills, boiler and plate shops continued to be particularly active.

A shortage of skilled workers is reported to have hampered expansion of the steel industry.

Non-ferrous metal products and leather goods registered employment declines during the second quarter, but elsewhere in manufacturing employment either remained stable or advanced. In the aircraft industry, where employment was substantially higher than last year, there was a continuing strong demand for highly skilled technicians.

Shipbuilding was the only major manufacturing industry in which employment was appreciably lower than last year. Some 800 workers were involved in a layoff at the Levis Shipyards during December, but since then shipbuilding employment has shown little change.

Among the more encouraging developments so far this year was the renewed strengthening in forestry. Pulpwood logging in particular has been very active. In the second quarter, employment in this sector of the industry averaged about 25 per cent higher than in the corresponding quarter a year earlier, and exceeded the average in any previous year since 1959. The rising demand for pulpwood was associated with an upward trend in newsprint consumption in Canada, and with a substantial pickup in exports of paper products.

Construction employment increased relatively slowly during the second quarter after showing unusual strength earlier in the year. In the first four months of 1964, employment showed consistent year-to-year gains in all parts of the construction industry. More recently, construction employment has been slightly lower than a year ago, although present indications point to a strong advance in the months ahead. This year's planned capital investment program calls for large outlays in plant and equipment to meet the expanding needs of manufacturing industries. In the second quarter, extensive modernization or expansion programs were under way in the pulp and paper, textile, aluminum and steel industries.

Employment in the service-producing industries advanced more slowly than usual during the past few months. Even so, employment levels were well above those last year in all of the industries in this industrial group.

Unemployment in the second quarter of 1964 averaged 124,000, or 6.5 per cent of the labour force. In the second quarter of 1963, the average unemployment rate was 7.6 per cent.

In June the classification of the 24 labour market areas in the region (unchanged from June 1963) was as follows: in substantial surplus, 2; in moderate surplus, 20; in balance, 2.

ONTARIO

The underlying employment trend remained strong in Ontario during the second quarter. Unemployment showed a somewhat larger than seasonal decrease.

In the April-June period, employment was estimated to average 2,457,000. The increase of 103,000 over the opening quarter average was somewhat larger than is usual for this period. Total employment in the second quarter this year was up 98,000 or 4.8 per cent from the total in the corresponding quarter in 1963.

The labour force increased by 3.5 per cent, a much faster rate of growth than in the previous two years.

Shortages of qualified workers became more widespread during the second quarter, particularly in urban areas.

The employment advance between the first and second quarters was more than seasonal in nearly all industrial sectors. Manufacturing, led by the metal working industries, was a continuing source of strength; employment rose by about 6 per cent over the year. Some weakening was apparent in the early part of the second quarter in construction, transportation and trade, although more recently these industries have shown renewed signs of vigor.

Steel firms operated at peak capacity throughout the quarter, but even so delivery dates lengthened further. With an increasingly strong domestic demand, steel can be expected to be in short supply during the months ahead. Ingot production has been running about 11 per cent above that of last year. Employment in the iron and steel industry has been running about 9 per cent higher.

Production and sales of automobiles and trucks continued to set new records. Accompanying the strong domestic demand for automobiles was the further rise in exports of parts and accessories.

Over the year, employment in the automotive industry increased by almost 20 per cent. Manufacturers of aircraft and railway rolling stock reported similarly large advances. With a heavy volume of domestic and export orders on hand, prospects in these industries remained good.

Other durable goods industries showed more modest gains. The demand for machinery and other producer goods was increasing, along with the demand for furniture and electrical appliances. Activity increased slightly in non-ferrous metals and in lumber products. Other building materials registered little change during the second quarter, apart from seasonal movements.

Among non-durables, sizable employment gains occurred during the second quarter in the rubber, textiles and paper products industries. Elsewhere in this sector, activity was maintained at a high level.

After an exceptionally active first quarter, housing starts in April-May 1964 were down by 5 per cent from the same months in 1963. Non-residential construction showed a better than seasonal improvement, which

more than made up for the slowdown in housebuilding. Total employment in the construction industry was up slightly over that a year ago.

Logging was considerably more active than a year ago as pulpwood and sawlogs continued in strong demand. In mining, the seasonally adjusted employed index rose in the second quarter for the first time in four years, and by May approached last year's level.

Some rehiring took place in the nickel and copper mines in northern Ontario as the result of the sharp increase in prospecting activity. Layoffs were scheduled to take place later this summer in uranium mining, however.

In transportation, communication and public utilities, employment rose less than seasonally during the second quarter. Compared with a year ago, employment showed little or no change.

Reflecting the over-all prosperity of the region, employment in the service, trade and finance industries was about 1 per cent higher than a year ago.

The Ontario labour market was the scene of fairly widespread shortages for certain skilled occupations during the second quarter. Tool and die makers, machinists, machine operators, welders, electricians and loggers were in very short supply in a number of areas in Ontario. Engineers, draughtsmen and nurses also were reported to be in short supply.

Unemployment averaged 82,000, or 3.3 per cent of the labour force in the second quarter of 1964, compared with 92,000, or 3.8 per cent of the labour force a year earlier.

In June the classification of the 34 labour market areas in the region (unchanged from a year ago) was as follows: in balance, 20; in moderate surplus, 14.

PRAIRIES

Economic activity in the Prairie region showed little basic change during the second quarter of 1964, after two consecutive quarters of rapid growth in production and employment.

Most non-farm industries experienced continuing strength during the quarter. Farm employment, which had been at an unusually high level throughout the winter months, increased somewhat less than usual during the April-June period. Last year's record wheat crop and large grain sales were major factors in bolstering farm employment.

Total employment in the second quarter of 1964 averaged 1,147,000. This represents an increase of 70,000 over the previous quarter, about normal for this time of year. Over the year, the gain averaged 26,000, or a little more than 2 per cent.

Unemployment, on average, totalled 36,000 in the second quarter of 1964, compared with 56,000 in the previous quarter and 40,000 in the second quarter of 1963.

Construction activity continued at a high level during the second quarter of 1964, although employment in residential construction was considerably lower than last year. Total construction employment was somewhat higher than in 1963 as a result of strengthening in the non-residential sector. Showing particular buoyancy were the engineering, industrial and commercial sectors. Construction of a dam on the South Saskatchewan River, a potash plant in Saskatchewan and a large volume of pipeline and road construction were among the larger projects under way during the second quarter.

In agriculture, seeding operations were carried out during the quarter. Crop prospects were generally favourable in the southern districts; in some central and northern districts, the soil was reported to be dry.

Employment in manufacturing increased further during the first half of 1964 from the high levels reached in the latter part of 1963. In April the year-to-year gain amounted to nearly 5 per cent, reflecting, in part, recent advances in clothing, wood, steel products and chemicals.

Production and employment were well maintained in such industries as farm machinery, furniture and fertilizers. In certain parts of the building materials industry, notably concrete products, production was somewhat lower during recent months than in 1963.

Additional hirings took place in mining during the second quarter. Compared with a year ago, mining employment showed an increase of about 4 per cent. A high level of production was being maintained in almost all sectors, with capacity operations being reached in nickel, potash and bituminous coal mining. Large potash development projects were under way in Saskatchewan, two of which were well advanced. There was a substantial increase over last year in the number of well drillings; approximately 100 men were at work this year on the Athabaska Tar Sands.

With continuing heavy grain shipments and expanding production in most non-farm industries, employment in transportation and public utility operations was well maintained. High levels of activity have been in

evidence in these industries since last fall. The year-to-year employment gain was about 4 per cent.

In trade, finance and service, employment continued to be up over the level last year. Most of the year-to-year improvement in these industries occurred prior to the second quarter. Retail sales continued to rise, however, showing a greater rate of increase than for the country as a whole.

In most parts of the region, labour requirements increased noticeably during the second quarter. Among the occupations reported in short supply were sewing machine operators, tool and die makers, machinists, automobile mechanics and repairmen, cabinetmakers, miners, nurses, and engineers. Indications are that labour shortages will be fairly prevalent again this summer in agriculture and construction.

Unemployment averaged 36,000, or 3.1 per cent of the labour force in the second quarter of 1964, compared with 40,000, or 3.5 per cent of the labour force a year earlier.

In June, the classification of the 19 labour market areas in the region (last year's figures in brackets) was as follows: in balance 13 (14); in moderate labour surplus 6 (5).

PACIFIC

In the Pacific region, economic activity continued to expand during the first half of 1964, although the rate of advance was considerably slower than in the last half of 1963.

Employment in the second quarter of this year averaged 608,000, a rise of some 32,000 or 5.6 per cent over the average of the corresponding period the year before. The decline in unemployment during the spring and early summer was about in line with the usual seasonal pattern.

Economic expansion in this region continued to be centred largely in the export-oriented industries. Wood and paper products, in particular, have shown increasing buoyancy. There has been some improvement, too, in forestry and mining during recent months. Exports continue to be well in advance of last year for a wide range of products. The domestic and foreign demand for lumber has been increasing steadily. In the first five months of 1964, lumber exports were 10 per cent higher than in the corresponding period in 1963.

All parts of the forest products industries remained basically strong during the second quarter, although output was curtailed at a few logging camps on the west coast of Vancouver Island as a result of strike action.

Mining activity in the northwestern part of the province was maintained at a record level. There was a strong demand from abroad for iron ore, copper and zinc concentrates and molybdenum. There has been a continuing heavy demand for miners and for all categories of mine mechanics. Shortages exist and are expected to become even more prevalent later in the year when several large new operations are brought into production.

With an improvement in world markets, investment in the mineral products industries has been increasing, and there has been a noticeable pickup in the exploration and development industries. Some 650 geologists were expected to be hired by mining companies in the Pacific region this summer.

Shipbuilding activity was hampered during the quarter by strike activity involving 2,000 shipyard workers on Vancouver Island. In other parts of manufacturing, aside from the wood and paper products industries, employment changes between the first and second quarters of this year were largely seasonal.

Total manufacturing employment showed a year-to-year increase of about 3 per cent. As indicated earlier, the most marked improvement was in saw-milling, which showed an employment advance of 4 per cent over the year. Shipbuilding was the only industry in which employment was lower than a year earlier.

The construction industry experienced the usual seasonal expansion during the second quarter, continuing to be more active than the year before. Year-to-year employment advances were apparent in both residential and non-residential construction. Carpenters were reported to be in short supply in a number of areas during June.

All parts of the transportation industry experienced a busy second quarter; employment was somewhat higher than a year earlier. In trade, finance and service, employment levels increased more than seasonally between the first and second quarters this year, remaining significantly above the 1963 levels.

Unemployment in the second quarter of 1964, averaging 35,000, or 5.4 per cent of the labour force, was virtually unchanged from a year earlier.

In June the classification of the 11 labour market areas in the region (last year's figures in brackets) was as follows: in substantial surplus, 2 (0); in moderate surplus, 6 (5); in balance, 3 (6).

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Employment and Unemployment, July

An estimated 6,967,000 persons were employed in July. The increase of 207,000 from June was above average for this time of year.

Similarly, the labour force showed a larger than seasonal increase, advancing by 190,000 to 7,232,000.

Unemployment decreased by 17,000 during the month, to 265,000. Unemployment in July represented 3.7 per cent of the labour force, compared with 4.0 per cent in June, and 4.2 per cent in July 1963.

Seasonally adjusted, the July unemployment rate was 5.0 per cent; in June it was 5.2 per cent and in July 1963 it was 5.9 per cent.

The increase during the month in the total labour force and in the number employed was largely associated with the entrance of students into the labour market at the end of the school term. An estimated 219,000 teen-agers entered the labour force during the month; a slightly larger number of persons in this age group found jobs.

As usual at this time of year, a significant number of married women withdrew from the labour force.

The estimated labour force in July increased by 197,000, or 2.8 per cent, over the estimate a year earlier.

Employment was 225,000 higher and unemployment 28,000 lower than in July 1963.

Employment

Between June and July, non-farm employment showed an above-average increase for the period. Farm employment, which accounted for about one fourth of the over-all advance, expanded more slowly than in most previous years.

Compared with a year earlier, total employment was up 225,000, or 3.3 per cent. Non-farm employment increased by 276,000, or 4.6 per cent. Service and manufacturing continued to show the largest gains. Farm employment in July was estimated at 724,000, down 51,000 from July 1963.

Employment was noticeably higher than a year earlier in all regions except the Prairies, where it showed little change. The increase in British Columbia was particularly marked, a gain of 6.1 per cent being recorded.

Unemployment

Unemployment declined by 17,000 to 265,000 between June and July. Over the past five years, the change in unemployment at this time of year has varied from an increase of 15,000 to a decrease of 16,000. The July estimate was 28,000 lower than that a year earlier, all of the decrease being among men.

Of the 265,000 unemployed in July, 199,000, or three quarters of the total, were unemployed for three months or less. The remaining 66,000 had been seeking work for four months or more. This group accounted for a smaller proportion of the total than a year ago.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	July 1964	July 1963	July 1964	July 1963	July 1964	July 1963	July 1964	July 1963
Metropolitan	.....	1	8	5	4	6	.....	.....
Major Industrial	3	2	13	13	10	11	.....	.....
Major Agricultural	.....	.....	2	3	12	11	.....	.....
Minor	.....	.....	18	21	39	35	.....	1
Total	3	3	41	42	65	63	.....	1

CLASSIFICATION OF LABOUR MARKET AREAS—JULY

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Calgary HALIFAX ← Montreal Quebec-Levis →ST. JOHN'S Vancouver-New Westminster Windsor Winnipeg	→EDMONTON Hamilton Ottawa-Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Joliette OSHAWA ← SHAWINIGAN ←	Brantford Corner Brook Cornwall Farnham-Granby →LAC ST. JEAN Moncton Niagara Peninsula Rouyn-Val d'Or Saint John Sarnia Sherbrooke Sydney Trois Rivieres	→FT. WILLIAM-PT. ARTHUR Guelph →KINGSTON Kitchener London →NEW GLASGOW →PETERBOROUGH →SUDBURY Timmins-Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Riviere du Loup Thetford-Megantic-St. Georges	Barrie Brandon Charlottetown →CHATHAM Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)		Beauharnois Campbellton Dawson Creek Drummondville Gaspe Kamloops Lindsay Montmagny Newcastle Okanagan Valley Prince George-Quesnel Ste. Agathe-St. Jerome St. Jean St. Stephen SIMCOE ← Sorel Valleyfield Victoriaville	→BATHURST →BELLEVILLE-TRENTON Bracebridge Brampton Bridgewater →CENTRAL VANCOUVER ISLAND →CHILLIWACK Cranbrook →DAUPHIN Drumheller →EDMUNDSTON →FREDERICTON Galt Goderich Grand Falls Kentville Lachute-Ste. Therese Listowel →MEDICINE HAT North Bay →OWEN SOUND Pembroke Portage la Prairie →PRINCE RUPERT →QUEBEC NORTH SHORE →RIMOUSKI St. Hyacinthe St. Thomas Sault Ste. Marie Stratford →SUMMERSIDE Swift Current Trail-Nelson Truro Walkerton Weyburn Woodstock, N.B. Woodstock-Tillsonburg Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 491, June 1963 issue.

Major Settlements in First Half, 1964

During the first six months of 1964, more than 80 major agreements, i.e., those applying to bargaining units of 500 or more employees in industries outside the construction sector, were negotiated in Canada. These agreements covered approximately 127,000 workers.

WAGE SETTLEMENTS DURING THE FIRST HALF OF 1964, BY INDUSTRY

Collective agreements covering 500 or more employees concluded between January 1 and June 30, 1964, excluding agreements in the construction industry and agreements with wage terms in piece or mileage rates only. The data are based on preliminary reports where copies of new collective agreements had not been received before compilation.

Industry and Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15–20		21–26		27–32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Forestry										
11					2	1,400				
13					1	3,000				
14					1	1,500				
28					1	27,000				
Mining										
7	2	2,300								
Manufacturing										
0	3	2,700			1	1,200				
6					1	850				
7	1	500			1	810				
8					2	1,430	1	1,800		
9	1	2,000			1	600				
10					3	2,170			2	3,800
11	2	5,200			2	2,400				
12					5	4,720			1	1,000
13					1	650				
14					3	2,100			1	1,000
15							1	580		
16					1	500			1	550
17									2	2,880
18					3	7,000			3	7,050
24									3	3,070
25									1	3,500
26					1	600				
30									1	2,000
Transportation, Storage and Communication										
2	2	2,130								
10					1	500				
12					1	1,400				
15	1	520								
16					1	1,000			1	2,000
17							1	950		
18					1	550				
Public Utility Operations										
9			1	1,500						
16					1	750				
20									1	2,000
Trade										
18					1	1,300				
Service										
4	2	1,130								
5	1	1,200								
7	1	740								
8					1	500				
9					1	700				
10					1	700				
13	1	1,000								
15									1	1,700
16									1	1,350
17	1	2,000								
19					1	1,550				
20					1	530				
39									1	1,200
Total	18	21,420	1	1,500	41	67,710	3	3,330	20	33,100

*The wage increases shown relate only to base rates, i.e., labour rates or their equivalent. Fractions of a cent are rounded to nearest cent. The data on the number of employees covered are approximate and include all classifications covered by the agreement.

Excludes two settlements, terms of which were not available before compilation.

Nearly three-fifths of the new contracts were concluded by manufacturing firms. Close to one fifth of the agreements were negotiated in the service sector by municipal governments and hospitals. The remainder were signed by employers in the transportation, storage and communications sector, logging firms in Quebec and British Columbia, electric power and gas companies, metal mining companies in northern Ontario, and a food retailing firm.

Nearly three quarters of the agreements were signed for terms of two to three years, the two-year contracts predominating. The rest of the agreements were for 12 to 16 months.

In only four agreements, three of them covering workers in the pulp and paper industry, were no general wage increases given, but provision was made for other improvements.

Wage increases of 4 to 7 cents an hour on labour rates were granted in 7 of the 18 one-year contracts. These included contracts signed by Hollinger Consolidated Gold Mines and McIntyre Porcupine Mines, which increased wages by 6½ cents an hour, and Kimberly Clark Paper, which gave a general wage increase of 7 cents an hour.

Higher wage increases were included in six one-year agreements. Among these were agreements of pulp and paper companies in British Columbia which increased labourers' rates by 11 cents an hour.

Of the 41 two-year agreements, more than half provided for wage increases ranging from 10 to 14 cents an hour. Among the firms granting wage increases in this range were Aluminum Company of Canada (Kingston Works), Domtar Pulp and Paper, Rolland Paper, Cyanamid of Canada, DuPont of Canada, Dominion Engineering, Manitoba Rolling Mills, Page Hersey Tubes and a number of logging companies in Quebec.

Wage increases amounting to 18 cents an hour for hourly workers were provided for in two-year agreements negotiated by Dominion Textile and Montreal Cottons.

The highest labour rate increase embodied in the two-year agreements, 28 cents an hour, was negotiated by Forest Industrial Relations, bargaining agent of numerous logging and sawmilling firms on the coast of British Columbia.

Wage increases in nine of the twenty three-year agreements ranged from 15 to 18 cents an hour. Increases within this range were granted by such firms as Collingwood Shipyards, United Aircraft, Canadian General Electric, Tamper Limited, and Crane Limited. In five other three-year agreements, provision was made for wage increases of 20 to 25 cents an hour; three of these agreements gave wage increases of 24 cents an hour to shipyard workers in Quebec.

In the British Columbia shipbuilding industry, hourly wage increases over three years of 40 cents for journeymen and 30 cents for other classifications were included in a settlement between several unions and Burrard Dry Dock, Victoria Machinery Depot and Yarrows Limited.

Collective Bargaining, Second Quarter, 1964

During the second quarter of 1964, five major settlements were concluded in the Canadian shipbuilding industry. The new agreements are of three years duration and cover approximately 6,000 shipyard workers in British Columbia, Ontario and Quebec.

In British Columbia, nearly 2,000 employees of **Burrard Dry Dock, Victoria Machinery Depot,** and **Yarrows Limited** returned to work near the end of April after a strike lasting 12 weeks. The strike ended when 13 unions (L.G., May, p. 389) and the companies agreed to wage increases of 40 cents an hour for journeymen, 30 cents an hour for other classifications, three weeks vacation after 10 instead of 15 years of service, and a weekly sickness and accident indemnity of $50, the cost of which is to be shared equally by the companies and the employees.

About 50 employees, however, represented in the negotiations by the Plumbers' union, remained on strike at Burrard Dry Dock for an additional wage increase of 10 cents an hour to achieve parity with the electricians. They agreed, nevertheless, not to picket the premises as long as their work was not assigned to other employees. In June, the Minister of Labour suggested that the 14 unions, which had hitherto bargained jointly and ratified agreements separately, should accept joint certification so that agreements would be ratified by a majority of the total number of workers concerned. This recommendation was not accepted by the unions.

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

In the Quebec shipbuilding industry, the **Metal Trades' Federation** concluded three new agreements with **Marine Industries** at Sorel, **George T. Davie and Sons** and **Davie Shipbuilding** at Lauzon. These agreements include wage increases amounting to 24 cents an hour over three years. Contract negotiations in Montreal continued between the union and **Canadian Vickers** during June; one of the issues in dispute was a contracting-out clause requested by the union. Early in July about 900 employees of Canadian Vickers went on strike.

In Ontario, a strike at **Collingwood Shipyards** was averted in June by a settlement with the **Steelworkers.** The settlement grants a total wage increase of 17 cents an hour over three years. The company also agreed to contribute a maximum of $26 a month toward the cost of hospital, medical, life insurance and sick pay plans.

The new agreement at Collingwood Shipyards is believed to be the first contract that includes a commitment by the company to pay the employees' share of the proposed Canada Pension Plan. To cover the employees' contribution, Collingwood Shipyards will allocate 4 cents an hour beginning October 1, 1966.

During the second quarter, the **Steelworkers** concluded six other major agreements covering 6,000 workers in Quebec, Ontario and Manitoba. Among these were one-year contracts with **Hollinger Consolidated Gold Mines** and **McIntyre Porcupine Mines** that include settlement pay of $25 and a wage increase of 6½ cents an hour. At Hollinger, permanent employees affected by an impending shutdown within a year are to receive 2 cents an hour additional for hours worked from June 17, 1964 and severance pay of $40 per year of service.

The Steelworkers began bargaining in May with **Algoma Steel Corporation** and **Steel Company of Canada** for the renewal of contracts that expire July 31.

In June, a conciliation board was established to assist in negotiations for the Steelworkers' first agreement with the **International Nickel Company** at Thompson, Man., where the Mine, Mill and Smelter Workers were decertified in June 1962. The company's agreement with the decertified union had expired February 29, 1964. The Steelworkers were seeking a two-year agreement that would expire at the same time as agreements with Inco at Port Colborne and Sudbury, Ont.

In the electrical products sector, collective bargaining during the quarter produced seven major agreements covering nearly 13,000 plant workers in Ontario and Quebec.

A two-year contract was negotiated in April by the **Northern Electric Employee Association** and **Northern Electric** in London which provides for a general wage increase of 12 cents an hour and additional adjustments of 2 to 4 cents an hour for skilled workers.

In May, two-year agreements were signed by the **IUE** and **Automatic Electric,** Brockville, and by the **IBEW** and **Philips Electronics,** Leaside. The agreement with Automatic Electric provides for a wage increase of 6 per cent, averaging 11¾ cents an hour during the life of the contract, and improvements in employee benefits. Under the agreement with Philips Electronics, wage increases vary from 8 to 18 cents and hour, and provision is made for improved pension and sickness and accident benefits. The contract also includes a new clause for four weeks vacation after 25 years of service.

A two-and-a-half year agreement was concluded near the end of May by **United Mine Workers District 50** and **Smith and Stone,** Georgetown, after a seven-week work stoppage. Included in this agreement are three wage increases of 3 per cent.

In June, the **UE** and **Canadian Westinghouse** at Hamilton concluded a three-year agreement covering 3,500 employees that grants a general wage increase of 18 cents an hour over the term of the contract, two incremental increases of 0.4 cents and special adjustments for lower labour grades. Also provided for in the new agreement is additional life insurance, a new disability benefit plan superseding a previous arrangement, a jury duty supplement, shorter qualifying periods for vacations, amendments to company-paid surgical and medical insurance plans, and a plan to insure the lives of employees while travelling on company business.

Of particular importance to employees laid off is a commitment by the company to pay for medical coverage for one and a half months and to share half the cost of this insurance for the remaining time up to six months. The company will also arrange for surgical and basic medical insurance up to $1,000 for pensioners and their spouses combined at no cost to the pensioner.

The **IUE** in June signed a three-year contract with **Canadian General Electric** that covers 5,500 workers in Toronto, Peterborough and Guelph. It provides for a general wage increase of 18 cents an hour (with an additional 2 cents an hour for employees at Guelph), an improved medical-surgical plan, higher company contributions toward life insurance, shorter qualifying periods for annual vacations, and medical insurance up to $4,000 for pensioners. The company agreed, moreover, to negotiate an

income-extension plan for employees laid off as a result of plant closings.

Another three-year agreement concluded in June by the **IUE** was with **Tamper Limited,** a division of Canada Iron Foundries in Lachine, Que. In addition to a general wage increase of 16 cents an hour, the contract provides for an increase in the increment between labour grades from 8¼ to 8½ cents, for shorter qualifying periods for vacation benefits, higher weekly indemnities, and improvements in medical insurance.

Two major three-year agreements were concluded in the railway industry during the quarter. The **CPR** and the **Brotherhood of Locomotive Firemen and Enginemen** signed an agreement that provides for wage increases amounting to 4 per cent for employees in freight and yard service and 6½ per cent for workers engaged in passenger and hostling service. The **CNR** and the **Brotherhood of Locomotive Engineers** negotiated an agreement applying to workers in the Prairie and Mountain Regions that gives wage increases of 3½ per cent for road service personnel and of 12 per cent for employees in yard service.

On May 27, the Federal Minister of Labour released the report of the conciliation board constituted in March to deal with matters in dispute between the **Associated Non-Operating Railway Unions** and seven railways (L.G., May, p. 388). The report of the conciliation board was signed by Mr. Justice F. Craig Munroe of the Supreme Court of British Columbia, chairman, and David Lewis, nominee of the unions. A minority report was submitted by A. G. Cooper, nominee of the companies.

The most important matter in dispute during negotiations was the request by the unions for parity in average hourly earnings between the non-operating railway employees and workers in Canadian durable goods manufacturing industries. The railways opposed this request and contended that average hourly earnings of durable goods workers should be compared not only with the non-ops but also with the highly paid railway running trades; and that clerks and certain other classifications in the non-ops bargaining unit should be omitted from comparisons of earnings inasmuch as DBS computations of average hourly earnings in the durable goods industries are based on the wages of production workers only.

All members of the conciliation board observed that boards during the last decade had accepted the durable goods standard as a criterion of wage determination for non-operating railway employees, but they had rejected mechanical or automatic application of the durable goods standard to the exclusion of other relevant factors. Another observation of the members of the board was that the use of the durable goods standard over the years had not in fact established wage parity, but rather that the average hourly earnings of the non-ops have varied since 1956 from 91.4 to 95.0 per cent of the average hourly earnings in durable goods manufacturing.

The majority report of the conciliation board contained recommendations for a two-year agreement providing for a wage increase of 19.1 cents an hour in the following steps: 6 cents an hour in January 1964, 3 cents an hour in July 1964, 2 per cent in January 1965 and 3 per cent in July 1965.

In the minority report, Mr. Cooper recommended a two-year contract giving wage increases of 12 cents an hour distributed as follows: 3 cents an hour in January 1964, 3 cents an hour in July 1964, 1 per cent in January 1965 and 2 per cent in July 1965.

Dealing with other subjects in dispute, the conciliation board was unanimous in recommending an increase in the weekly indemnity to $50 from $40, and provision for life insurance of $1,500 instead of the current $1,000. The members recommended no change in the existing proviso that an employee must work both the day before and the day after to qualify for a paid holiday; the union had requested that it be sufficient for an employee to work either the day before or the day after the holiday.

The Associated Non-Operating Railway Unions accepted the majority report of the board in June. The railways reserved decision.

Approximately 1,800 members of the **International Longshoremen's Association** in Montreal went on strike June 15 in protest against a decision by eight trustees—four from the ILA and four from the Shipping Federation of Canada—to increase monthly pensions from $50 to $56 without first consulting the union membership. The trustees contended that their mandate allowed them to increase benefits from the shipping Federation of Canada-ILA Trust Funds if warranted.

The strike ended two days later when Judge René Lippé, appointed last October to enquire into the administration and operation of the trust funds, suggested a return to work, formation of a consulting committee to assist the trustees, and representation on the board of trustees from the ILA local at Three Rivers.

On June 12, a seven-week work stoppage at St. John's ended when the **Newfoundland Employers' Association** and the **Longshoremen's Protective Union** agreed to abide by

an interim arrangement extending for three months wages and working conditions that existed before the work stoppage. The federal Government, in the meantime, undertook to appoint an industrial inquiry commission to examine operating conditions in the port of St. John's. The Government of Newfoundland agreed to support sound and reasonable recommendations for efficiency and economical operation of the port of St. John's that might be made by the commission, and to assist longshoremen and their families who might be affected unfavourably by greater efficiency in port operations. Later in the month, Judge A. H. McKinnon was appointed industrial inquiry commissioner.

The longshoremen went on strike April 24 after the shipping companies had instructed their vessels to no longer use the port of St. John's until a settlement was reached with the union. A conciliation board that had been constituted in March did not bring about a settlement.

The conciliation board reported (L.G., May, p. 398) that the proposals of the employers during negotiations were designed, by more efficient use of manpower, to reduce the cost per ton of freight handled. To accomplish this, the companies sought to reduce gang sizes, increase sling loads, abolish restrictive work practices, and to introduce new equipment and methods of operation. One of the firms, Clarke Steamship Company, was planning to introduce on its Montreal-St. John's service in 1965 a side-port vessel equipped for more highly mechanized cargo handling.

The employers also wished to limit the longshore labour force to workers who could be considered as regular longshoremen and who could be offered substantially full-time employment. In return, the companies were prepared to offer a wage increase of 12 cents an hour over three years and to increase their contribution toward the union welfare fund from 16 cents to 32 cents an hour for pensions that would allow accelerated retirement of longshoremen.

The Union acknowledged the inevitability of modernization and mechanization in the industry but sought to preserve many of the existing practices and opposed the introduction of a side-port vessel. The Union and the companies agreed to a reduction in gang size from 26 to 21, but disagreed on the number of gangs to be used.

The Union was against limiting the longshore labour force and proposed, as a measure to spread available work evenly among all registered members, a system of port-wide rotation of gangs. The companies maintained that port-wide rotation would lead to inefficiency and lower income per man. The employers proposed a parent gang system, which would involve rotation of gangs on individual premises or groups of premises and would permit each employer to engage workers accustomed to the peculiarities of its operations.

The conciliation board attributed the difficulties in resolving employment problems in the St. John's longshoring industry to underlying weaknesses in the Newfoundland economy and certain effects of public policy. In its report, the board commented that modernization and mechanization and a decline in traffic have reduced the demand for longshoremen at St. John's; that lack of alternative skills have inhibited transfer to other lines of work; that low earnings and lack of alternative work have given the longshoremen no incentive toward productive effort and have prompted them to stretch the work and to resist labour-saving techniques.

The members of the board observed that traffic in St. John's has declined, partly because of government assistance to rival means of transportation, and also because low productivity and decreasing volume of traffic have made St. John's a high-cost port. The board stated further that the long-run solution to the problems of operation at St. John's required a small but efficient and well-paid force of longshoremen using the most modern equipment and techniques.

The conciliation board unanimously recommended, besides the wage increases and contributions toward the pension fund offered by the companies, certain amendments to work rules, an agreement covering operations other than those of side-port vessels, arrangement of gangs of 21 men into three groups with rotation within each group. The board suggested also that all LSPU members be assigned to a gang initially and that names be struck off upon retirement, resignation or repeated failure to report for work (except in case of illness or absence on compassionate grounds). The board also recommended a government inquiry into the implications for waterfront operations in St. John's of the introduction of side-port vessels.

A bargaining committee representing 26 Great Lakes shipping companies was formed in April to conduct negotiations with the **Seafarers' International Union.** The SIU was asking for a wage increase of 17 per cent, improved employee benefits, and a portable pension plan for unlicensed seamen. Approximately 2,000 seamen were to be affected by these negotiations.

On June 15 a lockout occurred at the **Dupuis Freres** department store in Montreal. About 950 workers, represented by the

Commerce and Office Employees' Union, were idled. The union had asked for a wage increase of $10 a week over two years and the company had offered $6 a week in a three-year contract. The dispute remained unsettled at the end of the month.

In the logging and sawmilling industry in British Columbia, a two-year agreement covering 27,000 woods employees was concluded in June by **Forest Industrial Relations,** bargaining agent of companies along the coast, and the **International Woodworkers of America.** The new agreement comprises general wage increases of 15 cents an hour in June 1964 and 13 cents an hour the following year, and, for tradesmen, an additional 15 cents an hour the first year of the contract. The terms were accepted in a referendum by seven of the eight locals that had been bargaining with the companies; the Vancouver local dissented.

The IWA in June opened negotiations with the **Interior Forest Labour Relations Association,** bargaining agent of firms in the southern interior of British Columbia, and with the **Northern Interior Lumbermen's Association.** Proposals of the union included wage parity with woods workers along the coast.

In the British Columbia pulp and paper industry, the **Pulp and Paper Industrial Relations Bureau** negotiated a Standard Labour Contract with the **Pulp and Paper Mill Workers** and a B.C. Labour Agreement with the **Papermakers.** These agreements, of one years' duration, cover approximately 5,200 workers and provide for a general wage increase of 5 per cent, classification adjustments, an increase in shift premiums, jury duty pay, bereavement leave, a job evaluation plan and an apprenticeship training programme.

Parties to the B.C. Labour Agreement are MacMillan, Bloedel and Powell River, Crown Zellerbach of Canada and Elk Falls Company. The Standard Labour Contract applies, in addition to these companies, to Canadian Forest Products and Rayonier Canada Limited.

In the eastern Canadian pulp and paper industry, seven new agreements covering nearly 6,900 workers were negotiated. Three of these contracts—two negotiated in Quebec by the **Pulp and Paper Workers' Federation** and **Domtar Pulp and Paper,** and one by the **Pulp and Paper Mill Workers** and **Rolland Paper**—are for a term of two years. In Ontario, the Pulp and Paper Mill Workers concluded one-year agreements covering employees of **Domtar Pulp and Paper (Howard Smith Paper Division), Kimberly-Clark, Spruce Falls Power and Paper** and **Ontario-Minnesota Paper.**

Except for the last two companies, all firms granted general wage increases in their contracts as well as other improvements. At Spruce Falls Power and Paper, the terms of settlement included changes in shift premiums, vacation clauses, sick leave provisions and higher company contributions toward medical and hospital insurance. Ontario-Minnesota Paper agreed to amendments, effective for five years, to its pension plan.

Negotiations in the textile industry in Quebec resulted in three major contracts covering 7,700 workers. These contracts are to be in force for two years, expiring in February 1966. They provide for settlement pay of $55; hourly wage increases of 14½ cents for bonus workers, 18 cents for hourly workers, and 30 cents for tradesmen; changes in vacation pay schedules and in bereavement leave clauses. The parties to these settlements are the **Textile Federation** and the Drummondville, Magog, Montmorency and Sherbrooke plants of **Dominion Texile;** and the **United Textile Workers** and **Dominion Textile,** Montreal, and **Montreal Cottons,** Valleyfield.

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Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During August, September and October

(except those under negotiation in July)

Company and Location	Union
Alberta Government Telephones	IBEW(AFL-CIO/CLC) (plant empl.)
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (traffic empl.)
Bata Shoe, Batawa, Ont.	Boot & Shoe Wkrs. (AFL-CIO/CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Consumers Glass, Ville St. Pierre, Que.	Glass Bottle Blowers (AFL-CIO/CLC)
Cyanamid of Canada, Niagara Falls, Ont.	UE (Ind.)
Dominion Bridge, Lachine & Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
DuPont of Canada, Kingston, Ont.	Mine Wkrs. (Ind.)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (CLC)
General Motors & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hotel Queen Elizabeth, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Northern Electric (western region), Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Provincial Transport, Que.	Railway, Transport & General Wkrs. (CLC)
Saskatchewan Govt. Telephones	Communications Wkrs. (AFL-CIO/CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (classified services)
Towboat Owners' Assn., B.C.	Merchant Service Guild (CLC)
Trucking Assn. of Que., province-wide	Teamsters (Ind.)

Part II—Negotiations in Progress During July

(except those concluded in July)

Bargaining

Company and Location	Union
Abitibi Power & Paper, northern Ontario	Carpenters (Lumber & Sawmill Wkrs. (AFL-CIO/CLC)
Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont.	Steelworkers (AFL-CIO/CLC)
Associated Clothing Mfrs., Montreal, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Atlantic Sugar Refineries, Saint John, N.B.	Bakery Wkrs. (CLC)
B.C. Hydro & Power Authority	Street Railway Empl. (AFL-CIO/CLC)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
Canada Safeway, Loblaw's, Shop Easy & others, Vancouver, Victoria, New Westminster & other centres, B.C.	Butcher Workmen (AFL-CIO/CLC)
Canada Safeway, Dominion Stores, I.G.A., Loblaw's & others, B.C.	Retail Clerks (AFL-CIO/CLC)
Canada Wire & Cable, Leaside, Ont.	UE (Ind.)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cloak Mfrs. Assn., Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste. Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Continental Can, Chatham and Toronto, Ont., & Vancouver, B.C.	Steelworkers (AFL-CIO/CLC)
Dominion Glass, Redcliff, Alta.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Domtar Newsprint, Dolbeau, Que.	Bush Wkrs., Farmers' Union (Ind.)
Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	IBEW (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
General Steel Wares & Easy Washing Machine, London and Toronto, Ont., & Montreal, Que.	Steelworkers (AFL-CIO/CLC)

Company and Location	Union
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs. (AFL-CIO/CLC)
Hopital Notre Dame, Montreal, Que.	Service Empl. Federation (CNTU)
Hopital Ste. Jeanne d'Arc, Montreal, Que.	Service Empl. Federation (CNTU)
Hopital Ste. Justine, Montreal, Que.	Service Empl. Federation (CNTU)
Hospitals (7), Montreal & other centres, Que.	Service Empl. Federation (CNTU)
Hotel Dieu de Montreal, Montreal, Que.	Service Empl. Federation (CNTU)
Hydro-Electric Power Commission of Ontario	Public Empl. (CLC)
Legrade Inc. & Eastern Abbattoirs, Montreal & Quebec, Que.	Packinghouse Wkrs. (AFL-CIO/CLC)
McCormick's Ltd., London, Ont.	Millers (AFL-CIO/CLC)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Montreal Transportation Commission, Montreal, Que.	Railway, Transport & General Wkrs. (CLC)
New Brunswick Telephone	IBEW (AFL-CIO/CLC) (traffic empl.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Okanagan Federated Shippers' Assn., Okanagan Valley, B.C.	CLC-chartered local
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Pacific Press, Vancouver, B.C.	Newspaper Guild (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Royal Victoria Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Sask. Wheat Pool (Country Elevator Div.), Sask.	Sask. Wheat Pool Empl. (CLC) (operating empl.)
Spruce Falls Power & Paper, Kapuskasing, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Steel Co. of Canada (Canada Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada (Hamilton Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Toronto City, Ont.	Fire Fighters (AFL-CIO/CLC)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local

Conciliation Officer

Air Canada	Machinists (AFL-CIO/CLC)
Aluminum Co. of Canada, Arvida & other centres, Que.	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Ile Maligne, Que.	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Shawinigan, Que.	Metal Trades' Federation (CNTU)
Assn. Patronale du Commerce (Hardware), Quebec, Que.	Commerce & Office Empl. (CNTU)
B.C. Telephone	B.C. Telephone Wkrs. (Ind.)
Carling, Labatt's, Molson, O'Keefe & other breweries, Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Canada Packers (8 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. General Electric, Montreal & Quebec, Que.	IUE (AFL-CIO/CLC)
Cdn. Lake Carriers' Negotiating Committee, Ont. & Que.	Seafarers (AFL-CIO)
Celgar Limited, Watson Island, B.C.	Pulp & Paper Wkrs. of Canada (Ind.)
Coal Operators' Assn., Alta. & B.C.	Mine Wkrs. (Ind.)
Courtaulds Canada, Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
Dominion Stores, Hamilton & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Interior Forest Labour Relations Assn., southern B.C.	Woodworkers (AFL-CIO/CLC)
John Murdock, St. Raymond, Que.	Bush Wkrs., Farmers' Union (Ind.)
Motor Transport Industrial Relations Bureau (car carriers), Ont. & Que.	Teamsters (Ind.)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
RCA Victor, Montreal, Que.	IUE (AFL-CIO/CLC)
Swift Cdn. (6 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Toronto City, Ont.	Public Empl. (CLC) (outside empl.)
Toronto Metro., Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont.	Public Empl. (CLC) (outside empl.)

Conciliation Board

Company and Location	Union
Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper, Nfld. Contractors' Assn., Nfld.	Carpenters (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. General Electric, Cobourg & Oakville, Ont.	IUE (AFL-CIO/CLC)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St Tite, Que.	Clothing Workers' Federation (CNTU)
International Nickel, Thompson, Man.	Steelworkers (AFL-CIO/CLC)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)

Post-Conciliation Bargaining

No cases during July

Industrial Inquiry Commission

Nfld. Employers' Assn., St. John's Nfld.	Longshoremen's Protective Union (Ind.)

Mediation Board

Manitoba Telephone	IBEW (AFL-CIO/CLC) (traffic empl.)

Arbitration

Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other centres, Que.	Service Empl. Federation (CNTU)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Ottawa City, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

No cases during July

Part III—Settlements Reached During July

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ANGLO-NFLD. DEVELOPMENT, GRAND FALLS, NFLD.—PAPERMAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & MACHINISTS (AFL-CIO/CLC): 1-yr. agreement covering 1,100 empl.—wage increases of 7¢ an hr. for mechanical trades and of 4¢ an hr. for other classifications; improvements in pension plan; rate for labourer $2.18 an hr.; agreement to expire May 1, 1965.

AUTO DEALERS, GARAGES (VARIOUS), VANCOUVER, B.C.—MACHINISTS (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—wage increases of 15¢ an hr. retroactive to April 1, 1964, 12¢ an hr. eff. Dec. 1, 1964, 9¢ an hr. eff. Aug. 1, 1965 and 9¢ an hr. eff. March 31, 1966 for journeymen; wage increases of 4% retroactive to April 1, 1964, 3% eff. April 1, 1965 and 3% eff. April 1, 1966 for other classifications; rate for car jockey will be $54.75 a wk. after April 1, 1966; agreement to expire March 31, 1967.

BAKERIES (VARIOUS), GREATER VANCOUVER, B.C.—BAKERY WKRS. (CLC): 3-yr. agreement covering 550 empl.—wage increases of $5.25 a wk retroactive to June 1, 1964, $5.25 a wk. eff. June 1, 1965 and $5.25 a wk. eff. June 1, 1966; 4 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); rate for female finisher and cake wrapper will be $96.55 a wk. after June 1, 1966; agreement to expire May 31, 1967.

B.C. HOTELS ASSN., VANCOUVER, B.C.—HOTEL EMPL. (AFL-CIO/CLC): 3-yr. agreement covering 550 empl.—wage increases of 6¢ an hr. retroactive to May 1, 1964, 6¢ an hr. eff. May 1, 1965 and 8¢ an hr. eff. May 1, 1966 for empl. of Class "AB" hotels; wage increases of 5¢ an hr. retroactive to May 1, 1964, 5¢ an hr. eff. May 1, 1965 and 5¢ an hr. eff. May 1, 1966 for empl. of Class "B" hotels; wage increases of 3¢ an hr. retroactive to May 1, 1964, 3¢ an hr. eff. May 1, 1965 and 4¢ an hr. eff. May 1, 1966 for empl. of Class "C" hotels; 4 wks. vacation after 8 yrs. of service for empl. of Class "AB" hotels; agreement to expire April 30, 1967.

CANADA BUILDING MATERIALS & OTHER READY MIX CONCRETE COMPANIES, TORONTO, ONT.—TEAMSTERS (IND.): 3-yr. agreement covering 800 empl.—wage increases of 8¢ an hr. eff. April 1, 1964, 7¢ an hr. eff. April 1, 1965 and 10¢ an hr. eff¢ April 1, 1966; work day to be 9½ hrs. eff. July 28, 1964 and 9 hrs. eff. April 5, 1965 (at present 10 hrs.); 6 paid holidays (formerly 4); rate for driver will be $2.60 an hr. after April 1, 1966; agreement to expire March 3, 1967.

CNR, CPR & OTHER RAILWAYS—15 UNIONS (NON-OPERATING EMPL.): 2-yr. agreement covering 100,000 empl.—wage increases of 6¢ an hr. retroactive to Jan. 1, 1964, 3¢ an hr. eff. July 1, 1964, 2% eff. Jan. 1, 1965 and 3% eff. July 1, 1965; weekly sickness and accident indemnity increased to $50 eff. July 1, 1964 (formerly $40); life insurance increased to $1,500 (formerly $1,000) eff. July 1, 1964; agreement to expire Dec. 31, 1965.

CPR, SYSTEM-WIDE—TRAINMEN (AFL-CIO/CLC) (DINING CAR STAFF): 2-yr. agreement covering 750 empl.—wage increases of $12.48 a mo. retroactive to June 1, 1964, $6.24 a mo. eff. Dec. 1, 1964, 2% eff. May 31, 1965 and 3% eff. Dec. 1, 1965; agreement to expire May 31, 1966.

CDN. VICKERS, MONTREAL, QUE.—METAL TRADES' FEDERATION (CNTU): 3-yr. agreement covering 900 empl.—wage increases of 6¢ an hr. retroactive to Jan. 1, 1964, 5¢ an hr. eff. May 1, 1964, 5¢ an hr. eff. May 1, 1965 and 8¢ an hr. eff. Jan. 1, 1966; additional classification adjustments; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); improvements in pension plan; company to pay 50% of group life insurance premiums; rate for labourer will be $2.06 an hr. after Jan. 1, 1966; agreement to expire Dec. 31, 1966.

CDN. VICKERS, (ENGINEERING DIV.), MONTREAL, QUE.—BOILERMAKERS (AFL-CIO/CLC), MACHINISTS (AFL-CIO/CLC), SHEET METAL WKRS. (AFL-CIO/CLC) & PLUMBERS (AFL-CIO/CLC): 3-yr. agreement covering 580 empl.—wage increases of 8¢ an hr. retroactive to March 6, 1964, 8¢ an hr. eff. March 6, 1965 and 8¢ an hr. eff. March 6, 1966; additional classification adjustments; 3 wks. vacation after 14 yrs. of service in 1964 and after 12 yrs. in 1965; company to pay 50% of the group life insurance premiums; agreement to expire March 5, 1967.

CONSOLIDATED MINING & SMELTING, KIMBERLEY & TRAIL, B.C.—MINE, MILL & SMELTER WKERS. (IND.): 28-mo. agreement covering 4,000 empl.—general wage increases of 10¢ an hr. retroactive to March 1, 1964 and 10¢ an hr. eff. March 1, 1965; additional adjustments of 7¢ an hr. for painters and journeymen tradesmen, and 6½¢ an hr. for labourer; additional classification adjustments of 1¢ to 11¢ an hr. retroactive to March 1, 1964 and of ½¢ to 4½¢ an hr. eff. March 1, 1965; work week to average 40 hrs. (formerly 40 to 42 hrs.); premium of 20¢ an hr. for regularly assigned shifts on Saturday & Sunday; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); maintenance of rate provision introduced—empl. with 10 or more yrs. of service will not be demoted by reason of technological change by more than one wage grade; rate for labourer will be $2.24½ an hr. after March 1, 1965; agreement to expire June 30, 1966.

DOMINION STEEL & COAL (HALIFAX SHIPYARDS), HALIFAX & DARTMOUTH, N.S.—MARINE WKRS. (CLC): 3-yr. agreement covering 1,200 empl.—wage increases of 8¢ an hr. retroactive to May 1, 1964, 4¢ an hr. eff. May 1, 1965, 4¢ an hr. eff. Nov. 1, 1965, 4¢ an hr. eff. May 1, 1966 and 4¢ an hr. eff. Nov. 1, 1966; additional 5¢ an hr. for charge hands supervising 15 or more empl. and 7¢ an hr. for lead hands supervising 5 to 14 empl.; 1 wk. vacation after 6 mo. of service (formerly after 1 yr.); improvements in pensions & welfare plans; rate for labourer will be $1.88 an hr. after Nov. 1, 1966; agreement to expire April 30, 1967.

DUPUIS FRERES, MONTREAL, QUE.—COMMERCE & OFFICE EMPL. (CNTU): 3-yr. agreement covering 800 empl.—general wage increases of $3 a wk. retroactive to Feb. 1, 1964, $3 a wk. eff. Feb. 1, 1965, $3 a wk. eff. Feb. 1, 1966 and $1 a wk. eff. Aug. 1, 1966; 3 wks. vacation after 5 yrs. of service eff. in 1965 (at present after 10 yrs.); bereavement leave of 3 days (formerly 1 day); agreement to expire Jan 31, 1967.

FISHERIES ASSN. OF B.C.—UNITED FISHERMEN (IND.) (TENDERMEN): 1-yr. agreement covering 650 empl.—general wage increase of 4%; rate for cook-deck hand (Class "A" vessel under 15 tons) $363.25 a mo.; agreement to expire April 15, 1965.

FISHERIES ASSN. OF B.C.—UNITED FISHERMEN (IND.) & NATIVE BROTHERHOOD (IND.) (CANNING & COLD STORAGE EMPL.): 1-yr. agreement covering 4,000 empl.—general wage increase of 4%; additional classification adjustments amounting to 2%; rate for casual male labourer will be $2.02 an hr.; agreement to expire April 15, 1965.

HAMILTON COTTON & SUBSIDIARIES, HAMILTON, DUNDAS & TRENTON, ONT.—TEXTILE WKRS. UNION (AFL-CIO/CLC): 2-yr. agreement covering 850 empl.—hourly wage increases of 7¢, 10¢ and 14¢, depending on job group, for male empl. and 6¢ for female empl. eff. July 13, 1964; hourly wage increases of 5¢, 8¢ and 12¢, depending on job group, for male empl. and 4¢ for female empl. eff. July 13, 1965; weekly sickness and accident benefits of $20 and $30 for female and male empl. respectively eff. in 1965 (at present $15 and $25); company to increase in 1965 monthly contributions toward Ontario hospital insurance to $1.25 (at present $1.10) for single empl. and $4 (at present $2.20) for married empl.; company to pay amended P.S.I. premiums; provision for bereavement leave of 3 days to be introduced in 1965; rate for labourer will be $1.35 an hr. after July 13, 1965; agreement to expire July 12, 1966.

IMPERIAL TOBACCO & SUBSIDIARIES, ONT. & QUE.—TOBACCO WKRS. (AFL-CIO/CLC): terms of settlement not immediately available.

KELLY, DOUGLAS & CO., VANCOUVER & OTHER CENTRES, B.C.—EMPL. ASS. (IND.): 3-yr. agreement covering 700 empl.—wage increases of 6¢ an hr. for warehousemen and production empl., and 3¢ an hr. for office empl. retroactive to Dec. 1, 1963; 7¢ an hr. for warehousemen, 6¢ an hr. for production empl. and 4¢ an hr. for office empl. eff. Dec. 1, 1964; and 9¢ an hr. for warehousemen, 8¢ an hr. for production empl. and 6¢ an hr. for office empl. eff. Dec. 1, 1965; work week to be 37½ hrs. eff. Aug. 10, 1964 (formerly 40 hrs.); rate for warehousemen will be $2.52½ an hr. after Dec. 1, 1965; agreement to expire Nov. 30, 1966.

NORTHERN INTERIOR LUMBERMEN'S ASSN., B.C.—WOODWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 1,200 empl.—general wage increases of 10¢ an hr. eff. Sept. 1, 1964, 9¢ an hr. eff. June 1, 1965, 9¢ an hr. eff. March 1, 1966 and 9¢ an hr. eff. Dec. 1, 1966; additional wage increases of 10¢ an hr. eff. Sept. 1, 1964 and 10¢ an hr. eff June 1, 1965 for tradesmen; 9 paid holidays (formerly 8); 4 wks. vacation after 20 yrs. of service (no previous provision); time and a half to be paid for all Sunday work (formerly only if Sunday was one of two designated rest days); rate for labourer will be $2.26 an hr. after Dec. 1, 1966; agreement to expire August 31, 1967.

UNITED KENO HILL MINES, ELSA, Y.T.—MINE, MILL & SMELTER WKRS. (IND.): 2-yr. agreement covering 600 empl.—wage increases averaging 9½¢ an hr. eff. July 1, 1964 and 9½¢ an hr. eff. July 1, 1965; additional classification adjustments amounting to 1½¢ an hr. eff. July 1, 1964; vacation pay to be calculated on gross earnings (formerly on base rate pay); agreement to expire June 30, 1966.

48th International Labour Conference

Six new international instruments adopted by record number of delegates. In addition, session adopts two amendments to ILO constitution and declaration concerning policy of apartheid

The 48th Session of the International Labour Conference, held in Geneva from June 17 to July 9, adopted six new international instruments, three Conventions and three Recommendations. The new standards bring the total of Conventions enacted since 1919 to 122, and the total of Recommendations to the same figure.

The six new instruments are:

—a Convention and a Recommendation on Employment Policy;

—a Convention and a Recommendation on Benefits in Case of Industrial Accidents and Occupational Diseases;

—a Convention and a Recommendation on Hygiene in Commerce and Offices.

In addition, the achievements of the 48th Session included:

—Adoption of a declaration concerning the policy of *apartheid* of the Republic of South Africa and approval of an ILO program for the elimination of *apartheid* in labour matters in the Republic of South Africa.

—Adoption of two amendments to the ILO Constitution providing for the suspension and expulsion of a member country suspended or expelled from the United Nations or practising *apartheid*.

—Adoption of conclusions to serve as the basis for a Recommendation on the employment of women with family responsibilities and adoption of four resolutions on various aspects of women's work.

—Adoption of conclusions to serve as the basis for two Conventions and two Recommendations on the employment of young persons in underground work in mines of all kinds.

—Adoption of the ILO budget for 1965, amounting to $18,684,347.

—Election of the members of the Inter-American Advisory Committee and the African Advisory Committee.

Of the 110 States Members of the International Labour Organization, 102 were represented at the 48th Session. The number of delegates and technical advisers reached a record figure of 1,154. The breakwater was: 196 Government delegates, and 394 advisers; 95 Employers' delegates and 163 advisers; and 95 Workers' delegates and 211 advisers.

The 27-member Canadian delegation was described in the June number, page 572.

ADOPTION OF NEW INTERNATIONAL LABOUR STANDARDS

Employment Policy

Convention

The Convention concerning employment policy (full text on page 690) was adopted by 206 votes in favour, 54 against and 37 abstentions. It defines the objectives of employment policy.

It states that "with a view to stimulating economic growth and development, raising levels of living, meeting manpower requirements and overcoming unemployment and underemployment, each Member should declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment."

The Convention states that this policy shall aim at ensuring that:

—there is work for all who are available for and seeking work;

—such work is as productive as possible;

—there is freedom of choice of employment and the fullest possible opportunity for each worker to qualify for, and to use his skills and endowments in a job for which he is well suited, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin.

The text states that the active policy shall take due account of the stage and level of economic development and the mutual relationships between employment objectives and other economic and social objectives.

In the application of this Convention, representatives of the persons affected by the measures to be taken, and in particular representatives of employers and workers "shall be consulted concerning employment policies, with a view to taking fully into account their experience and views and securing their full co-operation in formulating and enlisting support for such policies."

Recommendation

The Recommendation, adopted by 275 votes in favour, 0 votes against and 10 abstentions, restates the general principles of the Convention and includes a number of more detailed provisions concerning:

—general principles of employment policy;

—general and selective measures of employment policy;

—employment problems associated with economic underdevelopment;

—action by employers and workers and their organizations;

—international action to promote employment objectives.

An annex to the Recommendation contains suggestions concerning methods of application, including general and selective methods of employment policy and, secondly, employment problems associated with economic underdevelopment.

Resolutions

The Conference adopted a resolution concerning the Activities of the International Labour Organization in Employment Policy. The Conference stated that action by Member States to implement the Convention and the Recommendation should be supplemented by the technical co-operation of the International Labour Organization.

The resolution listed a number of forms that these technical co-operation activities should take: the provision of experts, as well as technical manuals, other documentation and teaching materials; research into employment problems and policies; assistance to Member States in organizing regional meetings for the exchange of experience on employment problems and policies.

The resolution further recommended that the ILO should seek the active co-operation of the employers' and workers' organizations in the countries concerned in the preparation and implementation of such activities.

The Conference adopted a further resolution concerning International Action for the Promotion of Employment Objectives. The resolution made a number of suggestions concerning, in particular, the conclusion of agreements ensuring greater stability at equitable and remunerative prices in the markets for primary commodities, the discontinuation of discriminatory restrictions on foreign trade, public and private loans and grants from industrialized countries to developing countries with a view to increasing production and employment, and the utilization of food aid to promote employment.

Industrial Accidents, Occupational Diseases

Convention

The Convention concerning benefits in case of industrial accidents and occupational diseases (full text on page 697) was adopted with 239 votes in favour, 6 against and 65 abstentions.

The Convention states that "National legislation concerning employment injury benefits shall protect all employees, including apprentices, in the public and private sectors, including co-operatives, and, in respect of the death of the breadwinner, prescribed categories of beneficiaries."

The Convention covers the following contingencies where due to an industrial injury:

—a morbid condition;

—incapacity for work resulting from such condition and involving suspension of earnings;

—total loss of earning capacity or partial loss thereof in excess of a prescribed degree, likely to be permanent;

—the loss of support suffered by prescribed categories of beneficiaries as the result of the death of the breadwinner.

The Convention states that each Member shall secure to the persons protected the provision of medical care and allied benefits in respect of a morbid condition, and cash benefits in respect of the contingencies specified in the Convention.

Recommendation

The Recommendation concerning Benefits in the Case of Employment Injury (full text on page 704) was adopted by 231 votes in favour, 8 against and 55 abstentions.

Hygiene in Commerce and Offices

The Conference adopted a Convention concerning Hygiene in Commerce and Offices, with 311 votes in favour, 0 against and 5 abstentions.

The Convention (full text on page 705) states that each Member that ratifies the Convention undertakes to maintain in force laws or regulations that ensure the application of the General Principles set forth in the Convention, and also to give such effect, as may be possible and desirable under national conditions, to the provision of a Supplementary Recommendation, or to equivalent provisions.

It states that the laws giving effect to the provisions of the Convention shall be framed after consultation with the representative organizations of employers and workers concerned, where such exist.

The General Principles stated in the Convention cover the following points: maintenance and cleanliness; ventilation and air purification; lighting; temperature; layout of workplaces and work-stations; drinking water; washing facilities and sanitary conveniences; seats; facilities for changing, leaving and drying clothing; underground or windowless premises; obnoxious, unhealthy or toxic substances, processes and techniques; noise and vibrations; and first aid.

The Convention applies to: trading establishments; establishments, institutions and administrative services in which the workers are mainly engaged in office work; and, in certain specific cases any departments of other establishments, institutions or administrative services in which the workers are mainly engaged in commerce or office work.

Supplementary Recommendation

The Conference adopted a supplementary Recommendation concerning Hygiene in Commerce and Offices (full text on page 707) by 312 votes in favour, 0 against and 3 abstentions.

The Recommendation includes detailed provisions related to all the General Principles of the Convention, and the following additional subjects: methods and pace of work, mess rooms, rest rooms, planning and construction, measures against the spread of diseases, instruction in hygiene measures, co-operation in the field of hygiene, and control of enforcement.

PREPARATION OF NEW INTERNATIONAL STANDARDS

With a view to the preparation of new international labour standards, the Conference examined, in first discussion, two items: Women Workers in a Changing World, and the Employment of Young Persons in Work Underground in Mines of All Kinds.

The conclusions adopted by the Conference will serve as the basis for the preparation, after consultation with governments, of draft instruments to be submitted to next year's session for final decision.

Employment of Women

The Conference adopted conclusions to serve as the basis of a proposed Recommendation concerning the Employment of Women with Family Responsibilities and four resolutions on women workers: a resolution concerning women workers in a changing world, a resolution concerning the economic and social advancement of women in developing countries, a resolution concerning part-time employment and a resolution concerning maternity protection.

The general principle of the proposed Recommendation states that the competent authorities should, in co-operation with all the public and private organizations concerned and in accordance with national and local needs and possibilities, encourage and facilitate the development of appropriate policies and services directed toward enabling women with family responsibilities who need or choose to work outside their homes to do so without being subject to discrimination.

Other conclusions proposed for inclusion in this new international instrument provide for:

—public information and education concerning the problems of women with family responsibilities;

—the development and organization of child-care services and facilities;

—measures to facilitate entry into employment or re-entry after a comparatively long period of absence of women workers.

Employment of Young Persons

The Conference adopted conclusions to serve as the basis of four proposed international instruments regulating the employment of young persons in underground work in mines of all kinds. The proposed international instruments are a Convention and a supplementary Recommendation concerning the Minimum Age for Admission to Employment in Underground Work in Mines of All Kinds, a Convention concerning Medical Examination of Young Persons for Fitness for Employment in Underground Work in Mines of All Kinds and a further Recommendation on certain other provisions concerning such employment.

The principal conclusion proposed for inclusion in the Minimum Age Convention provided that persons under a specified minimum age—in no case less than 16 years—shall not be employed or work underground in mines.

The Conference agreed the supplementary Recommendation should provide for the progressive raising of the minimum age for admission to employment underground. The objective should be a minimum age of 18 years, and where the minimum age is less than 16 years, immediate steps should be taken to raise it to that.

The proposed Recommendation should provide for measures to meet the problems of persons too young for employment underground because the minimum age for admission to such employment is higher than the minimum school-leaving age.

The proposed Convention concerning Medical Examination provides that a thorough medical examination and periodic re-examination, at intervals of not more than one year, shall be required for the employment underground in mines of persons under 21 years of age.

QUESTIONS CONCERNING SOUTH AFRICA

Consideration by the Conference of the questions posed by South Africa's policy of *apartheid* led to the adoption of a Declaration concerning *apartheid* and of two international instruments for the amendment of the ILO Constitution.

Declaration concerning Apartheid

The Conference adopted by acclamation a Declaration concerning the Policy of *Apartheid* of the Republic of South Africa and approved the terms of an ILO Program for the Elimination of *Apartheid* in Labour Matters.

The Declaration summons South Africa to respect human freedom and dignity in accordance with its solemn undertakings and, in particular, to repeal all statutory discrimination on grounds of race in employment and occupation. It appeals to the governments, employers and workers of all ILO member countries to apply all appropriate measures to induce South Africa to abandon *apartheid*.

In respect of each of the matters considered the document describes the present situation (particularly in terms of the applicable laws and regulations), summarizes the findings of authoritative ILO bodies, and indicates specific changes in existing legislation to make the elimination of *apartheid* effective. The recommendations for action contained in the Program were approved by the Conference.

Two Amendments to Constitution

The Conference adopted two instruments of amendment to the ILO Constitution placed before the Conference by the ILO Governing Body on the recommendation of the Governing Body's special Committee on Questions concerning South Africa.

The first amendment would empower the Conference, by a two-thirds vote, to suspend from participation in its proceedings any member country found by the United Nations to be flagrantly and persistently pursuing by its legislation a declared policy of racial discrimination such as *apartheid*. This amendment, put to a vote by show of hands, was carried by 253 in favour to 24 against with 35 abstentions.

The second amendment would empower the Conference, by a two-thirds vote, to suspend or expel from membership of the ILO any member country having been suspended or expelled by the United Nations. This amendment was carried without opposition when put to a vote by show of hands.

Amendments to the ILO Constitution, adopted by the Conference by a two-thirds vote, take effect when ratified or accepted by two-thirds of the ILO member countries, including five of the ten member countries that hold permanent seats on the Governing Body as being states of chief industrial importance.

CANADIAN PARTICIPATION

Minister of Labour

Canada will contribute $450,000 to two ILO programs over the next five years, Hon. Allan J. MacEachen, Minister of Labour, announced during a brief address to the conference.

The money will go to the International Institute for Labour Studies and the International Centre for Advanced Vocational and Technical Training at Turin.

Canada's contribution to the International Institute for Labour Studies will take two forms, Mr. MacEachen explained. The first part is an outright donation to the endowment fund of $30,000 a year for the next five years. The second to be earmarked for research, will consist of a sum of $20,000 a year for five years to be used for grants to Canadian scholars at the Institute.

The Minister stressed his conviction in the benefit of research as an aid to developing sound policies and programs in the labour field "Canadian programs to combat winter unemployment, particularly in the construction industry, to deal with automation and to strengthen the development of manpower resources have originated from research programs, and we feel in Canada that we just could not operate a department of labour without a strong foundation in research. We believe that the same holds true for an international organization working in the labour field."

The presence of Canadian scholars at the Institute for Labour Studies will have a number of advantages for Canada, for the Institute and for the cause of social progress generally, he asserted.

Canada's proposed contribution to the International Centre for Advanced Vocational and Technical Training would amount to $50,000 a year for a four-year period. The grants are conditional on sufficient contributions from other sources to meet the minimum level of operation of the Centre for the first four years. Mr. MacEachen expressed the hope that the necessary funds would be forthcoming.

Canadian Government Delegate

The Canadian government delegation welcomed the opportunity for a "searching re-examination" of ILO activities presented by the Director-General's report, G. V. Haythorne, Deputy Minister of Labour and

head of the Canadian government delegation, told the session.

"This has become essential, not only because the ILO has expanded so greatly in membership, but also because the range of its interests and the character of its work are undergoing important changes," he said. Drastic changes in the form of industrialization, resulting from technological progress, increased government involvement, among other factors, plus the dynamic industrial development in many formerly agricultural countries, pose new problems and demand new approaches.

Mr. Haythorne praised the four-point program proposed by the Director-General as the basis for future ILO activities, as flexible enough to include both the traditional areas of ILO work and the new thrusts that must be made in such fields as manpower and employment policy, training and rural development.

Incomes policy, the third general area suggested by the Director-General, would cause the most controversy because of disagreement among the ILO members about the meaning of the term.

"We must think, particularly in our ILO context, of incomes policy with respect to the basic objective of the ILO, namely to raise living standards and to encourage the kind of economic and social development required to achieve this objective," the Deputy Minister said.

He sounded a warning against making economic growth an end in itself, since it does not follow that if economic growth occurs higher standards of living will necessarily result.

Mr. Haythorne went on to suggest that the ILO undertake to study ways of dealing with the problem of uneven economic growth within a country. Canada is working to solve this problem at both the federal and provincial levels, he told the delegates.

"We think, too, that more consideration should be given to the distinctive roles which the workers, employers and the governments should play in each of these program areas. It is being recognized increasingly in many countries that it is only through intelligent and responsible action by each group that we can achieve our fullest national development."

Canadian Worker Delegate

Steps need to be taken to strengthen the International Labour Organization and to maintain its tripartite nature, said Joseph Morris, Canadian Worker Delegate, during the discussion of the Director-General's Report. Mr. Morris is an Executive Vice-President of the Canadian Labour Congress.

The speaker said that although he agreed that regional conferences of the ILO should be strengthened, he "must reject any tendency to turn over to regional conferences the task of formulating regional ILO standards." The universal character of the ILO has meaning only insofar as it implies the definition of certain minimum standards of social behaviour, applicable to all parts of the world. He described regional standard-setting as a "slippery road" which would detract seriously from the universal nature of the organization.

The Canadian labour spokesman also urged a strengthening of the program for Industrial Committees, which were a forum for international confrontation between representatives of workers' and employers' organizations. The committee facilitated discussion on basic controversial issues, he asserted.

Mr. Morris said he gained the impression that in recent years efforts were being made to avoid this confrontation by minimizing the importance of Industrial Committees. Such a tendency would weaken the whole function of the ILO. There should rather be an enlargement of the committees and their responsibilities in both industrialized and developing countries.

The tripartite nature of the ILO had come under criticism from certain governments, said the speaker.

"We believe in the present tripartite structure of the ILO," stated Mr. Morris. "We feel sure that this, more than anything else, has made the Organization an original and worthwhile international effort, because for the first time in the history of relations between governments the views of voluntary non-governmental organizations have come to be treated in the same way as those of governments."

Canadian Employer Delegate

Labour relations is the most important area of action for the ILO, Patrick Draper, Canadian employer delegate, asserted during discussion of the Director-General's report. Mr. Draper is Vice-President of Canada Iron Foundries, Limited, Montreal.

"The ILO should continue to promote the development of free and effective labour relations, with full recognition of the fact that such a system is based upon vigorous, independent and responsible employer and worker action."

He called upon labour and management to co-operate in a way consistent with their separate responsibilities. "They must evolve a sense of common purpose, in acknowledgment of the truth that mutual interests, not divergent goals, are the appropriate criteria for the conduct of their relationship."

The tripartite makeup of the ILO "in itself is an acknowledgment of the existence of mutual interests and its successful operation is proof that the aims of employers and workers are not irreconcilable," he told delegates.

Canadian employers consider that a minimum of government involvement in labour relations is desirable, Mr. Draper said.

Incomes policy and automation should not be allowed to take up too large a share of the ILO's financial or personnel resources, the speaker thought, though both might find a place in the organization's program.

The ILO must continue to create international labour legislation, he went on, but ILO instruments should be confined to the statement of "basic principles," such as freedom of association, the right to organize, the right to bargain collectively, and freedom from discrimination in employment. "They are least universal, and so least effective, when they have to do with more specific and less fundamental matters, since adoption to particular economic and social conditions becomes necessary." Regional conferences and Industrial Committees should not be permitted to have legislative authority, he asserted.

Turning to the area of education and vocational training, Mr. Draper said that Canadian employer delegates have always supported these ILO programs, and recognize that they are more important today than ever before. The training of managers and workers in personnel and labour relations policies is a valuable ILO activity, since education is our best hope of wiping out prejudice, he said.

Mr. Draper offered two criticisms of the Conference's operation. Too much time and energy was spent involved in political controversy. "We must not, by hollow works and empty actions, forfeit the approval and support so vital to ILO success," he warned his fellow delegates. Also, he thought the Conference attempted to accomplish far too much in the time available.

"The ILO is being measured and so must measure itself by criteria that are changing as the world society in which it lives and works is changing. Constructive change is the best answer to those who question the future of the ILO."

Canadian Participation

Government delegates served on conference committees as follows: G. V. Haythorne—steering committee, committee on Article 35 of the Constitution (Chairman); John Mainwaring—steering committee, resolutions committee, committee on Article 5 of the Constitution, Committee on Declaration concerning Apartheid; W. E. Bauer—standing orders committee, committee on the expulsion and suspension amendments of the Constitution; Saul Rae—resolutions committee, committee on Declaration concerning Apartheid; J. A. Beesley—resolutions committee, committee on the expulsion and suspension amendments of the Constitution; Evelyn Woolner—committee on the application of Conventions and Recommendations; C. R. Ross—committee on hygiene in commerce and offices; J. H. Currie—committee on social security (Reporter); Marion V. Royce—committee on women workers (drafting committee); G. T. Dyer—committee on employment of young persons; R. M. Adams—committee on employment policy.

Worker delegates on committees were: Joseph Morris—committee on the application of Conventions and Recommendations; Kalmen Kaplansky—resolutions committee (vice-chairman); Rene Harmegnies—committee on hygiene in commerce and offices—A. R. Gibbons—committee on social security; Huguette Plamondon—committee on women workers; L. A. Behie—committee on employment of young persons; A. G. Hearn—committee on employment policy.

Employer Delegate Patrick Draper served on the following committee; resolutions committee (substitute J. G. Crean), committee on hygiene in commerce and offices (substitute G. A. Richardson), committee on social security (substitute Peter Stevens), committee on women workers (substitute S. D. McMorran on drafting committee), committee on employment of young persons (substitute J. P. Després), committee on employment policy (substitute Jack Ramage).

Mr. Morris, Worker Delegate, and Sanchez Madariaga, Worker Delegate from Mexico, were co-sponsors of a resolution on "Minimum living standards and their adjustment to the level of economic growth." The resolution was aimed at the "establishment of a dynamic minimum wage level and a dynamic level of social security measures, that is, a level periodically adjusted to the economic growth of a country and to increases in the cost of living."

It called on the Governing Body to request the Director-General to undertake a study of how this goal could be achieved through free collective bargaining and minimum wage legislation. The resolution was adopted by the Conference with a vote of 176 in favour, 1 against, and 17 abstentions.

Text of Convention Concerning Employment Policy

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-eighth Session on 17 June 1964, and

Considering that the Declaration of Philadelphia recognizes the solemn obligation of the International Labour Organization to further among the nations of the world programs which will achieve full employment and the raising of standards of living, and that the Preamble to the Constitution of the International Labour Organization provides for the prevention of unemployment and the provision of an adequate living wage, and

Considering further that under the terms of the Declaration of Philadelphia it is the responsibility of the International Labour Organization to examine and consider the bearing of economic and financial policies upon employment policy in the light of the fundamental objective that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity," and

Considering that the Universal Declaration of Human Rights provides that "everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment," and

Noting the terms of existing international labour Conventions and Recommendations of direct relevance to employment policy, and in particular of the Employment Service Convention and Recommendation, 1948, the Vocational Guidance Recommendation, 1949, the Vocational Training Recommendation, 1962, and the Discrimination (Employment and Occupation) Convention and Recommendation, 1958, and

Considering that these instruments should be placed in the wider framework of an international program for economic expansion on the basis of full, productive and freely chosen employment, and

Having decided upon the adoption of certain proposals with regard to employment policy, which are included in the eighth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this tenth day of July of the year one thousand nine hundred and sixty-four the following Convention, which may be cited as the Employment Policy Convention, 1964:

Article 1

1. With a view to stimulating economic growth and development, raising levels of living, meeting manpower requirements and overcoming unemployment and underemployment, each Member shall declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment.

2. The said policy shall aim at ensuring that—

(*a*) there is work for all who are available for and seeking work;

(*b*) such work is as productive as possible;

(*c*) there is freedom of choice of employment and the fullest possible opportunity for each worker to qualify for, and to use his skills and endowments in, a job for which he is well suited, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin.

3. The said policy shall take due account of the stage and level of economic development and the mutual relationships between employment objectives and other economic and social objectives, and shall be pursued by methods that are appropriate to national conditions and practices.

Article 2

Each Member shall, by such methods and to such extent as may be appropriate under national conditions—

(*a*) decide on and keep under review, within the framework of a co-ordinated economic and social policy, the measures to be adopted for attaining the objectives specified in Article 1;

(*b*) take such steps as may be needed, including when appropriate the establishment of programs, for the application of these measures.

Article 3

In the application of this Convention, representatives of the persons affected by the measures to be taken, and in particular representatives of employers and workers, shall be consulted concerning employment policies, with a view to taking fully into account their experience and views and securing their full co-operation in formulating and enlisting support for such policies.

Article 4

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 5

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 6

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 7

1. The Director-General of the International Labour Office shall notify all Members of the

International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 8

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 9

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 10

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

(*a*) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 6 above, if and when the new revising Convention shall have come into force;

(*b*) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 11

The English and French versions of the text of this Convention are equally authoritative.

Text of Recommendation Concerning Employment Policy

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-eighth Session on 17 June 1964, and

Considering that the Declaration of Philadelphia recognizes the solemn obligation of the International Labour Organization to further among the nations of the world programs which will achieve full employment and the raising of standards of living, and that the Preamble to the Constitution of the International Labour Organization provides for the prevention of unemployment and the provision of an adequate living wage, and

Considering further that under the terms of the Declaration of Philadelphia it is the responsibility of the International Labour Organization to examine and consider the bearing of economic and financial policies upon employment policy in the light of the fundamental objective that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity," and

Considering that the Universal Declaration of Human Rights provides that "everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment," and

Noting the terms of existing international labour Conventions and Recommendations of direct relevance to employment policy, and in particular of the Employment Service Convention and Recommendation, 1948, the Vocational Guidance Recommendation, 1949, the Vocational Training Recommendation, 1962, and the Discrimination (Employment and Occupation) Convention and Recommendation, 1958, and

Considering that these instruments should be placed in the wider framework of an international program for economic expansion on the basis of full, productive and freely chosen employment, and

Having decided upon the adoption of certain proposals with regard to employment policy, which are included in the eighth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this tenth day of July of the year one thousand nine hundred and sixty-four the following Recommendation, which may be cited as the Employment Policy Recommendation, 1964:

I. Objectives of Employment Policy

1. (1) With a view to stimulating economic growth and development, raising levels of living, meeting manpower requirements and overcoming unemployment and underemployment, each Member should declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment.

(2) The said policy should aim at ensuring that—

(*a*) there is work for all who are available for and seeking work;

(*b*) such work is as productive as possible;

(*c*) there is freedom of choice of employment and the fullest possible opportunity for each worker to qualify for, and to use his skills and endowments in, a job for which he is well suited, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin.

(3) The said policy should take due account of the stage and level of economic development and the mutual relationships between employment objectives and other economic and social objectives, and should be pursued by methods that are appropriate to national conditions and practice.

II. General Principles of Employment Policy

2. The aims of employment policy should be clearly and publicly defined, wherever possible in the form of quantitative targets for economic growth and employment.

3. Representatives of employers and workers and their organizations should be consulted in formulating policies for the development and use of human capacities, and their co-operation

should be sought in the implementation of such policies, in the spirit of the Consultation (Industrial and National Levels) Recommendation, 1960.

4. (1) Employment policy should be based on analytical studies of the present and future size and distribution of the labour force, employment, unemployment and underemployment.

(2) Adequate resources should be devoted to the collection of statistical data, to the preparation of analytical studies and to the distribution of the results.

5. (1) Each Member should recognize the importance of building up the means of production and developing human capacities fully, for example through education, vocational guidance and training, health services and housing, and should seek and maintain an appropriate balance in expenditure for these different purposes.

(2) Each Member should take the necessary measures to assist workers, including young people and other new entrants to the labour force, in finding suitable and productive employment and in adapting themselves to the changing needs of the economy.

(3) In the application of this Paragraph particular account should be taken of the Vocational Guidance Recommendation, 1949, the Vocational Training Recommendation, 1962, and the Employment Service Convention and Recommendation, 1948.

6. (1) Employment policy should be co-ordinated with, and carried out within the framework of, over-all economic and social policy, including economic planning or programming in countries where these are used as instruments of policy.

(2) Each Member should, in consultation with and having regard to the autonomy and responsibility in certain of the areas concerned of employers and workers and their organizations, examine the relationship between measures of employment policy and other major decisions in the sphere of economic and social policy, with a view to making them mutually reinforcing.

7. (1) Where there are persons available for and seeking work for whom work is not expected to be available in a reasonably short time, the government should examine and explain in a public statement how their needs will be met.

(2) Each Member should, to the fullest extent permitted by its available resources and level of economic development, adopt measures taking account of international standards in the field of social security and of Paragraph 5 of this Recommendation to help unemployed and underemployed persons during all periods of unemployment to meet their basic needs and those of their dependants and to adapt themselves to opportunities for further useful employment.

III. General and Selective Measures of Employment Policy

General Considerations

8. Employment problems attributable to fluctuations in economic activity, to structural changes and especially to an inadequate level of activity should be dealt with by means of—

(*a*) general measures of economic policy; and

(*b*) selective measures directly connected with the employment of individual workers or categories of workers.

9. The choice of appropriate measures and their timing should be based on careful study of the causes of unemployment with a view to distinguishing the different types.

General Measures: Long Term

10. General economic measures should be designed to promote a continuously expanding economy possessing a reasonable degree of stability, which provides the best environment for the success of selective measures of employment policy.

General Measures: Short Term

11. (1) Measures of a short-term character should be planned and taken to prevent the emergence of general unemployment or underemployment associated with an inadequate level of economic activity, as well as to counterbalance inflationary pressure associated with a lack of balance in the employment market. At times when these conditions are present or threaten to appear, action should be taken to increase or, where appropriate, to reduce private consumption, private investment and/or government current or investment expenditure.

(2) In view of the importance of the timing of counter-measures, whether against recession, inflation or other imbalances, governments should, in accordance with national constitutional law, be vested with powers permitting such measures to be introduced or varied at short notice.

Selective Measures

12. Measures should be planned and taken to even out seasonal fluctuations in employment. In particular, appropriate action should be taken to spread the demand for the products and services of workers in seasonal occupations more evenly throughout the year or to create complementary jobs for such workers.

13. (1) Measures should be planned and taken to prevent the emergence and growth of unemployment or underemployment resulting from structural changes, and to promote and facilitate the adaptation of production and employment to such changes.

(2) For the purpose of this Recommendation the term "structural change" means long-term and substantial change taking the form of shifts in demand, of the emergence of new sources of supply, national or foreign (including supplies of goods from countries with lower costs of production) or of new techniques of production, or of changes in the size of the labour force.

(3) The dual objective of measures of adaptation to structural changes should be—

(*a*) to obtain the greatest benefit from economic and technical progress;

(*b*) to protect from financial or other hardship groups and individuals whose employment is affected by structural changes.

14. (1) To this end, and to avoid the loss of production entailed by delays in filling vacancies, Members should establish and adequately finance programs to help workers to find and fit themselves for new jobs.

(2) Such programs should include—

(*a*) the operation of an effective employment service, taking account of the provisions of the Employment Service Convention and Recommendation, 1948;

(*b*) the provision or encouragement of training and retraining facilities designed to enable workers to acquire the qualifications needed for lasting employment in expanding occupations, taking account of the provisions of the Vocational Training Recommendation, 1962;

(*c*) the co-ordination of housing policy with employment policy, by the provision of adequate housing and community facilities in places where there are job vacancies,

and the provision of removal grants for workers and their dependants by the employer or out of public funds.

15. Special priority should be given to measures designed to remedy the serious, and in some countries growing, problem of unemployment among young people. In the arrangements for young persons envisaged in the Employment Service Convention and Recommendation, 1948, the Vocational Guidance Recommendation, 1949, and the Vocational Training Recommendation, 1962, full account should be taken of the trends of structural change, so as to ensure the development and the use of the capacities of young persons in relation to the changing needs of the economy.

16. Efforts should be made to meet the particular needs of categories of persons who encounter special difficulties as a result of structural change or for other reasons, such as older workers, disabled persons and other workers who may find it particularly difficult to change their places of residence or their occupations.

17. Special attention should be given to the employment and income needs of lagging regions and of areas where structural changes affect large numbers of workers, in order to bring about a better balance of economic activity throughout the country and thus to ensure a productive utilization of all resources.

18. (1) When structural changes of exceptional magnitude occur, measures of the kinds provided for in Paragraphs 13 to 17 of this Recommendation may need to be accompanied by measures to avoid large-scale, sudden dislocation and to spread the impact of the change or changes over a reasonable period of time.

(2) In such cases governments, in consultation with all concerned, should give early consideration to the determination of the best means, of a temporary and exceptional nature, to facilitate the adaptation to the structural changes of the industries affected, and should take action accordingly.

19. Appropriate machinery to promote and facilitate the adaptation of production and employment to structural changes, with clearly defined responsibilities in regard to the matters dealt with in Paragraphs 13 to 18 of this Recommendation, should be established.

20. (1) Employment policy should take account of the common experience that, as a consequence of technological progress and improved productivity, possibilities arise for more leisure and intensified educational activities.

(2) Efforts should be made to take advantage of these possibilities by methods appropriate to national conditions and practice and to conditions in each industry; these methods may include—

(*a*) reduction of hours of work without a decrease in wages, within the framework of the Reduction of Hours of Work Recommendation, 1962;

(*b*) longer paid holidays;

(*c*) later entry into the labour force, combined with more advanced education and training.

IV. Employment Problems Associated With Economic Underdevelopment

Investment and Income Policy

21. In developing countries employment policy should be an essential element of a policy for promoting growth and fair sharing of national incomes.

22. With a view to achieving a rapid expansion of production, investment and employment, Members should seek the views and active participation of employers and workers, and their organizations, in the elaboration and application of national economic development policy, and of the various aspects of social policy, in accordance with the Consultation (Industrial and National Levels) Recommendation, 1960.

23. (1) In countries where a lack of employment opportunities is associated with a shortage of capital, all appropriate measures should be taken to expand domestic savings and to encourage the inflow of financial resources from other countries and from international agencies, with a view to increasing productive investment without prejudicing the national sovereignty or the economic independence of the recipient countries.

(2) In order to utilize the resources available to these countries rationally and to increase employment therein as far as possible, it would be desirable for them to co-ordinate their investments and other development efforts with those of other countries, especially in the same region.

Promotion of Industrial Employment

24. (1) Members should have regard to the paramount need for the establishment of industries, public or private, which are based on available raw materials and power, which correspond to the changing pattern of demand in domestic and foreign markets and which use modern techniques and appropriate research, in order to create additional employment opportunities on a long-term basis.

(2) Members should make every effort to reach a stage of industrial development which ensures, within the framework of a balanced economy, the maximum economic production of finished products, utilizing local manpower.

(3) Particular attention should be given to measures promoting efficient and low-cost production, diversification of the economy and balanced regional economic development.

25. Besides promoting modern industrial development, Members should, subject to technical requirements, explore the possibility of expanding employment by—

(*a*) producing, or promoting the production of, more goods and services requiring much labour,

(*b*) promoting more labour-intensive techniques, in circumstances where these will make for more efficient utilization of available resources.

26. Measures should be taken—

(*a*) to promote fuller utilization of existing industrial capacity to the extent compatible with the requirements of domestic and export markets, for instance by more extensive introduction of multiple shifts, with due regard to the provision of amenities for workers on night shift and to the need for training a sufficient number of key personnel to permit efficient operation of multiple shifts;

(*b*) to create handicrafts and small-scale industries and to assist them to adapt themselves to technological advances and changes in market conditions so that they will be able to provide increasing employment without becoming dependent on such protective measures or special privileges as would impede economic growth; to this end the development of co-operatives should be encouraged and efforts should

be made to establish a complementary relationship between small-scale and large-scale industry and to develop new outlets for the products of industry.

Promotion of Rural Employment

27. (1) Within the framework of an integrated national policy, countries in which there is much rural underemployment should place special emphasis on a broadly based program to promote productive employment in the rural sector by a combination of measures, institutional and technical, relying as fully as possible on the efforts of the persons concerned. Such a program should be founded on adequate study of the nature, prevalence and regional distribution of rural underemployment.

(2) Major objectives should be to create incentives and social conditions favourable to fuller utilization of local manpower in rural development, and to improve productivity and quality of output. Means appropriate to local conditions should be determined, where possible, by adequate research and the instigation of multi-purpose pilot projects.

(3) Special attention should be devoted to the need for promoting opportunities for productive employment in agriculture and animal husbandry.

(4) Institutional measures for the promotion of productive employment in the rural sector should include agrarian reforms, adapted to the needs of the country, including land reform and improvement of land tenure, reform in methods of land taxation, extension of credit facilities, development of improved marketing facilities, and promotion of co-operative organization in production and marketing.

Population Growth

28. Countries in which the population is increasing rapidly, and especially those in which it already presses heavily on the economy, should study the economic, social and demographic factors affecting population growth with a view to adopting economic and social policies that make for a better balance between the growth of employment opportunities and the growth of the labour force.

V. Action by Employers and Workers and their Organizations

29. (1) Employers and workers in the public and private sectors, and their organizations, should take all practicable measures to promote the achievement and maintenance of full, productive and freely chosen employment.

(2) In particular, they should—

(*a*) consult one another, and as appropriate the competent public authorities, employment services or similar institutions, as far in advance as possible, with a view to working out mutually satisfactory adjustments to changes in the employment situation;

(*b*) study trends in the economic and employment situation, and in technical progress, and propose as appropriate, and in good time, such action by governments and public and private undertakings as may safeguard within the framework of the general interest the employment security and opportunities of the workers;

(*c*) promote wider understanding of the economic background, of the reasons for changes in employment opportunities in specific occupations, industries or regions, and of the necessity of occupational and geographical mobility of manpower;

(*d*) strive to create a climate which, without prejudicing national sovereignty, economic independence or freedom of association, will encourage increased investment from both domestic and foreign sources, with positive effects on the economic growth of the country;

(*e*) provide or seek the provision of facilities such as training and retraining facilities, and related financial benefits;

(*f*) promote wage, benefit and price policies that are in harmony with the objectives of full employment, economic growth, improved standards of living and monetary stability, without endangering the legitimate objectives pursued by employers and workers and their organizations; and

(*g*) respect the principle of equality of opportunity and treatment in employment and occupation, taking account of the provisions of the Discrimination (Employment and Occupation) Convention and Recommendation, 1958.

(3) In consultation and co-operation as appropriate with workers' organizations and/or representatives of workers at the level of the undertaking, and having regard to national economic and social conditions, measures should be taken by undertakings to counteract unemployment, to help workers find new jobs, to increase the number of jobs available and to minimize the consequences of unemployment; such measures may include—

(*a*) retraining for other jobs within the undertaking;

(*b*) transfers within the undertaking;

(*c*) careful examination of, and action to overcome, obstacles to increasing shift work;

(*d*) the earliest possible notice to workers whose employment is to be terminated, appropriate notification to public authorities, and some form of income protection for workers whose employment has been terminated, taking account of the provisions of the Termination of Employment Recommendation, 1963.

VI. International Action to Promote Employment Objectives

30. Members, with the assistance as appropriate of intergovernmental and other international organizations, should co-operate in international action to promote employment objectives, and should, in their internal economic policy, seek to avoid measures which have a detrimental effect on the employment situation and the general economic stability in other countries, including the developing countries.

31. Members should contribute to all efforts to expand international trade as a means of promoting economic growth and expansion of employment opportunities. In particular, they should take all possible measures to diminish unfavourable repercussions on the level of employment of fluctuations in the international terms of trade and of balance-of-payments and liquidity problems.

32. (1) Industrialized countries should, in their economic policies, including policies for economic co-operation and for expanding demand, take into account the need for increased employment in other countries, in particular in the developing countries.

(2) They should, as rapidly as their circumstances permit, take measures to accommodate increased imports of products, manufactured, processed and semi-processed as well as primary, that can be economically produced in

developing countries, thus promoting mutual trade and increased employment in the production of exports.

33. International migration of workers for employment which is consistent with the economic needs of the countries of emigration and immigration, including migration from developing countries to industrialized countries, should be facilitated, taking account of the provisions of the Migration for Employment Convention and Recommendation (Revised), 1949, and the Equality of Treatment (Social Security) Convention, 1962.

34. (1) In international technical co-operation through multilateral and bilateral channels special attention should be paid to the need to develop active employment policies.

(2) To this end, such co-operation should include—

(*a*) advice in regard to employment policy and employment market organization as essential elements in the field of general development planning and programming; and

(*b*) co-operation in the training of qualified local personnel, including technical personnel and management staff.

(3) Technical co-operation programs relating to training should aim at providing the developing countries with suitable facilities for training within the country or region. They should also include adequate provision for the supply of equipment. As a complementary measure, facilities should also be provided for the training of nationals of developing countries in industrialized countries.

(4) Members should make all efforts to facilitate the release for suitable periods, both from governmental and non-governmental employment, of highly qualified experts in the various fields of employment policy for work in developing countries. Such efforts should include arrangements to make such release attractive to the experts concerned.

(5) In the preparation and implementation of technical co-operation programs, the active participation of employers' and workers' organizations in the countries concerned should be sought.

35. Members should encourage the international exchange of technological processes with a view to increasing productivity and employment, by means such as licensing and other forms of industrial co-operation.

36. Foreign-owned undertakings should meet their staffing needs by employing and training local staff, including management and supervisory personnel.

37. Arrangements should be made, where appropriate on a regional basis, for periodical discussion and exchange of experience of employment policies, particularly employment policies in developing countries, with the assistance as appropriate of the International Labour Office.

VII. Suggestions Concerning Methods of Application

38. In applying the provisions of this Recommendation, each Member of the International Labour Organization and the employers' and workers' organizations concerned should be guided, to the extent possible and desirable, by the suggestions concerning methods of application set forth in the Annex.

ANNEX

SUGGESTIONS CONCERNING METHODS OF APPLICATION

I. General and Selective Measures of Employment Policy

1. (1) Each Member should—

(*a*) make continuing studies of the size and distribution of the labour force and the nature and extent of unemployment and underemployment and trends therein, including, where possible, analyses of—

(i) the distribution of the labour force, by age, sex, occupational group, qualifications, regions and economic sectors; probable future trends in each of these; and the effects of demographic factors, particularly in developing countries with rapid population growth, and of technological change on such trends;

(ii) the volume of productive employment currently available and likely to be available at different dates in the future in different economic sectors, regions and occupational groups, account being taken of projected changes in demand and productivity;

(*b*) make vigorous efforts, particularly through censuses and sample surveys, to improve the statistical data needed for such studies;

(*c*) undertake and promote the collection and analysis of current indicators of economic activity, and the study of trends in the evolution of new techniques in the different sectors of industry both at home and abroad, particularly as regards automation, with a view, *inter alia*, to distinguishing short-term fluctuations from longer-term structural changes;

(*d*) make short-term forecasts of employment, underemployment and unemployment sufficiently early and in sufficient detail to provide a basis for prompt action to prevent or remedy either unemployment or shortages of labour;

(*e*) undertake and promote studies of the methods and results of employment policies in other countries.

(2) Members should make efforts to provide those responsible for collective bargaining with information on the results of studies of the employment situation undertaken in the International Labour Office and elsewhere, including studies of the impact of automation.

2. Attainment of the social objectives of employment policy requires co-ordination of employment policy with other measures of economic and social policy, in particular measures affecting—

(*a*) investment, production and economic growth;

(*b*) the growth and distribution of incomes;

(*c*) social security;

(*d*) fiscal and monetary policies, including anti-inflationary and foreign exchange policies; and

(*e*) the promotion of freer movement of goods, capital and labour between countries.

3. With a view to promoting stability of production and employment, consideration should be given to the possibility of making more use of fiscal or quasi-fiscal measures designed to exert an automatic stabilizing influence and to maintain a satisfactory level of consumer income and investment.

4. Measures designed to stabilize employment may further include—

(*a*) fiscal measures in respect of tax rates and investment expenditure;

(*b*) stimulation, or restraint, of economic activity by appropriate measures of monetary policy;

(*c*) increased, or reduced, expenditure on public works or other public investment of a fundamental nature, for example roads, railways, harbours, schools, training centres and hospitals; Members should plan during periods of high employment to have a number of useful but postponable public works projects ready to be put into operation in times of recession;

(*d*) measures of a more specific character, such as increased government orders to a particular branch of industry in which recession threatens to provoke a temporary decline in the level of activity.

5. Measures to even out seasonal fluctuations in employment may include—

(*a*) the application of new techniques to make it possible for work to be carried out under conditions in which it would have been impracticable without these techniques;

(*b*) the training of workers in seasonal occupations for complementary occupations;

(*c*) planning to counteract seasonal unemployment or underemployment; special attention should be given to the co-ordination of the activities of the different public authorities and private enterprises concerned with building and construction operations, so as to ensure continuity of activity to meet the employment needs of workers.

6. (1) The nature of the special difficulties which may be encountered as a result of structural changes by the categories of persons referred to in Paragraph 16 of the Recommendation should be ascertained by the competent authority and appropriate action recommended.

(2) Special measures should be taken to provide suitable work for these groups and to alleviate hardship.

(3) In cases where older or disabled workers face great difficulty in adjusting to structural changes, adequate benefits for such workers should be provided within the framework of the social security system, including, where appropriate, retirement benefits at an age below that normally prescribed.

7. (1) When structural changes affect large numbers of workers concentrated in a particular area and especially if the competitive strength of the area as a whole is impaired, Members should provide, and should, by the provision of effective incentives and consultation with the representatives of employers and workers, encourage individual enterprises to provide, additional employment in the area, based on comprehensive policies of regional development.

(2) Measures taken to this end may include—

(*a*) the diversification of existing undertakings or the promotion of new industries;

(*b*) public works or other public investment including the expansion or the setting up of public undertakings;

(*c*) information and advice to new industries as to conditions of establishment;

(*d*) measures to make the area more attractive to new industries, for example through the redevelopment or improvement of the infrastructure, or through the provision of special loan facilities, temporary subsidies or temporary tax concessions or of physical facilities such as industrial estates;

(*e*) preferential consideration in the allocation of government orders;

(*f*) appropriate efforts to discourage excessive industrial concentration.

(3) Such measures should have regard to the type of employment which different areas, by reason of their resources, access to markets and other economic factors, are best suited to provide.

(4) The boundaries of areas which are given special treatment should be defined after careful study of the probable repercussions on other, particularly neighbouring, areas.

II. Employment Problems Associated with Economic Underdevelopment

8. Measures to expand domestic saving and encourage the inflow of financial resources from other countries, with a view to increasing productive investment, may include—

(*a*) measures, consistent with the provisions of the Forced Labour Convention, 1930, and the Abolition of Forced Labour Convention, 1957, and taken within the framework of a system of adequate minimum labour standards and in consultation with employers and workers and their organizations, to use available labour, with a minimum complement of scarce resources, to increase the rate of capital formation;

(*b*) measures to guide savings and investment from unproductive uses to uses designed to promote economic development and employment;

(*c*) measures to expand savings—

(i) through the curtailment of non-essential consumption, with due regard to the need for maintaining adequate incentives; and

(ii) through savings schemes, including contributory social security schemes and small savings schemes;

(*d*) measures to develop local capital markets to facilitate the transformation of savings into productive investment;

(*e*) measures to encourage the reinvestment in the country of a reasonable part of the profits from foreign investments, as well as to recover and to prevent the outflow of national capital with a view to directing it to productive investment.

9. (1) Measures to expand employment by the encouragement of labour-intensive products and techniques may include—

(*a*) the promotion of labour-intensive methods of production by means of—

(i) work study to increase the efficiency of modern labour-intensive operations;

(ii) research and dissemination of information about labour-intensive techniques, particularly in public works and construction;

(*b*) tax concessions and preferential treatment in regard to import or other quotas to undertakings concerned;

(*c*) full exploration of the technical, economic and organizational possibilities of labour-intensive construction works, such as multi-purpose river valley development projects and the building of railways and highways.

(2) In determining whether a particular product or technique is labour-intensive, attention should be given to the proportions in which capital and labour are employed not merely in the final processes, but in all stages of

production, including that of materials, power and other requirements; attention should be given also to the proportions in which increased availability of a product will generate increased demand for labour and capital respectively.

10. Institutional measures for the promotion of productive employment in the rural sector may, in addition to those provided for in Paragraph 27 of the Recommendation, include promotion of community development programs, consistent with the provisions of the Forced Labour Convention, 1930, and the Abolition of Forced Labour Convention, 1957, to evoke the active participation of the persons concerned, and in particular of employers and workers and their organizations, in planning and carrying out local economic and social development projects, and to encourage the use in such projects of local manpower, materials and financial resources that might otherwise remain idle or unproductively used.

11. Means appropriate to local conditions for the fuller utilization of local manpower in rural development may include—

(*a*) local capital-construction projects, particularly projects conducive to a quick increase in agricultural production, such as small and medium irrigation and drainage works, the construction of storage facilities and feeder roads and the development of local transport;

(*b*) land development and settlement;

(*c*) more labour-intensive methods of cultivation, expansion of animal husbandry and the diversification of agricultural production;

(*d*) the development of other productive activities, such as forestry and fishing;

(*e*) the promotion of rural social services such as education, housing and health services;

(*f*) the development of viable small-scale industries and handicrafts in rural areas, such as local processing of agricultural products and manufacture of simple consumers' and producers' goods needed in the area.

12. (1) In pursuance of Paragraph 5 of the Recommendation, and taking account of the provisions of the Vocational Training Recommendation, 1962, developing countries should endeavour to eradicate illiteracy and promote vocational training for workers in all sectors, as well as appropriate professional training for scientific, technical and managerial personnel.

(2) The necessity of training instructors and workers in order to carry out the improvement and modernization of agriculture should be taken into account.

Text of Convention Concerning Benefits in Case of Employment Injury

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-eighth Session on 17 June 1964, and

Having decided upon the adoption of certain proposals with regard to benefits in the case of industrial accidents and occupational diseases, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this ninth day of July of the year one thousand nine hundred and sixty-four the following Convention, which may be cited as the Employment Injury Benefits Convention, 1964:

Article 1

In this Convention—

(*a*) the term "legislation" includes any social security rules as well as laws and regulations;

(*b*) the term "prescribed" means determined by or in virtue of national legislation;

(*c*) the term "industrial undertaking" includes all undertakings in the following branches of economic activity: mining and quarrying; manufacturing; construction; electricity, gas, water and sanitary services; and transport, storage and communication;

(*d*) the term "dependent" refers to a state of dependency which is presumed to exist in prescribed cases;

(*e*) the term "dependent child" covers—

(i) a child under school-leaving age or under 15 years of age, whichever is the higher, and

(ii) a child under a prescribed age higher than that specified in subclause (i) and who is an apprentice or student or has a chronic illness or infirmity disabling him for any gainful activity, on conditions laid down by national legislation: Provided that this requirement shall be deemed to be met where national legislation defines the term so as to cover any child under an age appreciably higher than that specified in subclause (i).

Article 2

1. A Member whose economic and medical facilities are insufficiently developed may avail itself by a declaration accompanying its ratification of the temporary exceptions provided for in the following Articles: Article 5, Article 9, paragraph 3, clause (*b*), Article 12, Article 15, paragraph 2, and Article 18, paragraph 3. Any such declaration shall state the reason for such exceptions.

2. Each Member which has made a declaration under paragraph 1 of this Article shall include in its report upon the application of this Convention submitted under article 22 of the Constitution of the International Labour Organization a statement in respect of each exception of which it avails itself—

(*a*) that its reason for doing so subsists; or

(*b*) that it renounces its right to avail itself of the exception in question as from a stated date.

Article 3

1. Any Member which ratifies this Convention may, by a declaration accompanying its ratification, exclude from the application of the Convention—

(*a*) seafarers, including seafishermen,

(*b*) public servants,

where these categories are protected by special schemes which provide in the aggregate benefits at least equivalent to those required by this Convention.

2. Where a declaration under paragraph 1 of this Article is in force, the Member may exclude the persons belonging to the category

or categories excluded from the application of the Convention from the number of employees when calculating the percentage of employees in compliance with paragraph 2, clause (*d*), of Article 4, and with Article 5.

3. Any Member which has made a declaration under paragraph 1 of this Article may subsequently notify the Director-General of the International Labour Office that it accepts the obligations of this Convention in respect of a category or categories excluded at the time of its ratification.

Article 4

1. National legislation concerning employment injury benefits shall protect all employees, including apprentices, in the public and private sectors, including co-operatives, and, in respect of the death of the breadwinner, prescribed categories of beneficiaries.

2. Any Member may make such exceptions as it deems necessary in respect of—

(*a*) persons whose employment is of a casual nature and who are employed otherwise than for the purpose of the employer's trade or business;
(*b*) out-workers;
(*c*) members of the employer's family living in his house, in respect of their work for him;
(*d*) other categories of employees, which shall not exceed in number 10 per cent of all employees other than those excluded under clauses (*a*) to (*c*).

Article 5

Where a declaration provided for in Article 2 is in force, the application of national legislation concerning employment injury benefits may be limited to prescribed categories of employees, which shall total in number not less than 75 per cent of all employees in industrial undertakings, and in respect of the death of the breadwinner, prescribed categories of beneficiaries.

Article 6

The contingencies covered shall include the following where due to an employment injury:

(*a*) a morbid condition;
(*b*) incapacity for work resulting from such a condition and involving suspension of earnings, as defined by national legislation;
(*c*) total loss of earning capacity or partial loss thereof in excess of a prescribed degree, likely to be permanent, or corresponding loss of faculty; and
(*d*) the loss of support suffered as the result of the death of the breadwinner by prescribed categories of beneficiaries.

Article 7

1. Each Member shall prescribe a definition of "industrial accident," including the conditions under which a commuting accident is considered to be an industrial accident, and shall specify the terms of such definition in its reports upon the application of this Convention submitted under article 22 of the Constitution of the International Labour Organization.

2. Where commuting accidents are covered by social security schemes other than employment injury schemes, and these schemes provide in respect of commuting accidents benefits which, when taken together, are at least equivalent to those required under this Convention, it shall not be necessary to make provision for commuting accidents in the definition of "industrial accident."

Article 8

Each Member shall—

(*a*) prescribe a list of diseases, comprising at least the diseases enumerated in Schedule I to this Convention, which shall be regarded as occupational diseases under prescribed conditions; or
(*b*) include in its legislation a general definition of occupational diseases broad enough to cover at least the diseases enumerated in Schedule I to this Convention; or
(*c*) prescribe a list of diseases in conformity with clause (*a*), complemented by a general definition of occupational diseases or by other provisions for establishing the occupational origin of diseases not so listed or manifesting themselves under conditions different from those prescribed.

Article 9

1. Each Member shall secure to the persons protected, subject to prescribed conditions, the provision of the following benefits:

(*a*) medical care and allied benefits in respect of a morbid condition;
(*b*) cash benefits in respect of the contingencies specified in Article 6, clauses (*b*), (*c*) and (*d*).

2. Eligibility for benefits may not be made subject to the length of employment, to the duration of insurance or to the payment of contributions: Provided that a period of exposure may be prescribed for occupational diseases.

3. The benefits shall be granted throughout the contingency: Provided that in respect of incapacity for work the cash benefit need not be paid for the first three days—

(*a*) where the legislation of a Member provides for a waiting period at the date on which this Convention comes into force, on condition that the Member includes in its reports upon the application of this Convention submitted under article 22 of the Constitution of the International Labour Organization a statement that its reason for availing itself of this provision subsists; or
(*b*) where a declaration provided for in Article 2 is in force.

Article 10

1. Medical care and allied benefits in respect of a morbid condition shall comprise—

(*a*) general practitioner and specialist in-patient and out-patient care, including domiciliary visiting;
(*b*) dental care;
(*c*) nursing care at home or in hospital or other medical institutions;
(*d*) maintenance in hospitals, convalescent homes, sanatoria or other medical institutions;
(*e*) dental, pharmaceutical and other medical or surgical supplies, including prosthetic appliances kept in repair and renewed as necessary, and eyeglasses;
(*f*) the care furnished by members of such other professions as may at any time be legally recognized as allied to the medical profession, under the supervision of a medical or dental practitioner; and
(*g*) the following treatment at the place of work, wherever possible:
  (i) emergency treatment of persons sustaining a serious accident;
  (ii) follow-up treatment of those whose injury is slight and does not entail discontinuance of work.

2. The benefits provided in accordance with paragraph 1 of this Article shall be afforded, using all suitable means, with a view to maintaining, restoring or, where this is not possible, improving the health of the injured person and his ability to work and to attend to his personal needs.

Article 11

1. Any Member which provides medical care and allied benefits by means of a general health scheme or a medical care scheme for employed persons may specify in its legislation that such care shall be made available to persons who have sustained employment injuries on the same terms as to other persons entitled thereto, on condition that the rules on the subject are so designed as to avoid hardship.

2. Any Member which provides medical care and allied benefits by reimbursing expenses may in its legislation make special rules in respect of cases in which the extent, duration or cost of such care exceed reasonable limits, on condition that the rules on the subject are not inconsistent with the purpose stated in paragraph 2 of Article 10 and are so designed as to avoid hardship.

Article 12

Where a declaration provided for in Article 2 is in force, medical care and allied benefits shall include at least—

(*a*) general practitioner care, including domiciliary visiting;
(*b*) specialist care at hospitals for in-patients and out-patients, and such specialist care as may be available outside hospitals;
(*c*) the essential pharmaceutical supplies on prescription by a medical or other qualified practitioner;
(*d*) hospitalization, where necessary; and
(*e*) wherever possible, emergency treatment at the place of work of persons sustaining an industrial accident.

Article 13

The cash benefit in respect of temporary or initial incapacity for work shall be a periodical payment calculated in such a manner as to comply either with the requirements of Article 19 or with the requirements of Article 20.

Article 14

1. Cash benefits in respect of loss of earning capacity likely to be permanent or corresponding loss of faculty shall be payable in all cases in which such loss, in excess of a prescribed degree, remains at the expiration of the period during which benefits are payable in accordance with Article 13.

2. In case of total loss of earning capacity likely to be permanent or corresponding loss of faculty, the benefit shall be a periodical payment calculated in such a manner as to comply either with the requirements of Article 19 or with the requirements of Article 20.

3. In case of substantial partial loss of earning capacity likely to be permanent which is in excess of a prescribed degree, or corresponding loss of faculty, the benefit shall be a periodical payment representing a suitable proportion of that provided for in paragraph 2 of this Article.

4. In case of partial loss of earning capacity likely to be permanent which is not substantial but which is in excess of the prescribed degree referred to in paragraph 1 of this Article, or corresponding loss of faculty, the cash benefit may take the form of a lump-sum payment.

5. The degrees of loss of earning capacity or corresponding loss of faculty referred to in paragraphs 1 and 3 of this Article shall be prescribed in such manner as to avoid hardship.

Article 15

1. In exceptional circumstances, and with the agreement of the injured person, all or part of the periodical payment provided for in paragraphs 2 and 3 of Article 14 may be converted into a lump sum corresponding to the actuarial equivalent thereof when the competent authority has reason to believe that such lump sum will be utilized in a manner which is particularly advantageous for the injured person.

2. Where a declaration provided for in Article 2 is in force and the Member concerned considers that it lacks the necessary administrative facilities for periodical payments, the periodical payment provided for in paragraphs 2 and 3 of Article 14 may be converted into a lump sum corresponding to the actuarial equivalent thereof, as computed on the basis of available data.

Article 16

Increments in periodical payments or other supplementary or special benefits, as prescribed, shall be provided for disabled persons requiring the constant help or attendance of another person.

Article 17

The conditions in which periodical payments due in respect of loss of earning capacity or corresponding loss of faculty shall be reassessed, suspended or cancelled by reference to a change in the degree of loss shall be prescribed.

Article 18

1. The cash benefit in respect of death of the breadwinner shall be a periodical payment to a widow as prescribed, a disabled and dependent widower, dependent children of the deceased, and other persons as may be prescribed; this payment shall be calculated in such a manner as to comply either with the requirements of Article 19 or with the requirements of Article 20: Provided that it shall not be necessary to make provision for a benefit to a disabled and dependent widower where the cash benefits to other survivors are appreciably in excess of those required by this Convention and where social security schemes other than employment injury schemes provide to such widower benefits which are appreciably in excess of those in respect of invalidity required under the Social Security (Minimum Standards) Convention, 1952.

2. In addition, a funeral benefit shall be provided at a prescribed rate which shall not be less than the normal cost of a funeral: Provided that where cash benefits to survivors are appreciably in excess of those required by this Convention the right to funeral benefit may be made subject to prescribed conditions.

3. Where a declaration provided for in Article 2 is in force and the Member concerned considers that it lacks the necessary administrative facilities for periodical payments, the periodical payment provided for in paragraph 1 of this Article may be converted into a lump sum corresponding to the actuarial equivalent thereof, as computed on the basis of available data.

Article 19

1. In the case of a periodical payment to which this Article applies, the rate of the benefit, increased by the amount of any family allowances payable during the contingency, shall be such as to attain, in respect of the contingency in question, for the standard beneficiary indicated in Schedule II to this Convention, at least the percentage indicated therein of the total of the previous earnings of the beneficiary or his breadwinner and of

the amount of any family allowances payable to a person protected with the same family responsibilities as the standard beneficiary.

2. The previous earnings of the beneficiary or his breadwinner shall be calculated according to prescribed rules, and, where the persons protected or their breadwinners are arranged in classes according to their earnings, their previous earnings may be calculated from the basic earnings of the classes to which they belonged.

3. A maximum limit may be prescribed for the rate of the benefit or for the earnings taken into account for the calculation of the benefit, provided that the maximum limit is fixed in such a way that the provisions of paragraph 1 of this Article are complied with where the previous earnings of the beneficiary or his breadwinner are equal to or lower than the wage of a skilled manual male employee.

4. The previous earnings of the beneficiary or his breadwinner, the wage of the skilled manual male employee, the benefit and any family allowances shall be calculated on the same time basis.

5. For the other beneficiaries the benefit shall bear a reasonable relation to the benefit for the standard beneficiary.

6. For the purpose of this Article, a skilled manual male employee shall be—

(*a*) a fitter or turner in the manufacture of machinery other than electrical machinery; or

(*b*) a person deemed typical of skilled labour selected in accordance with the provisions of the following paragraph; or

(*c*) a person whose earnings are such as to be equal to or greater than the earnings of 75 per cent of all the persons protected, such earnings to be determined on the basis of annual or shorter periods as may be prescribed; or

(*d*) a person whose earnings are equal to 125 per cent of the average earnings of all the persons protected.

7. The person deemed typical of skilled labour for the purpose of clause (*b*) of the preceding paragraph shall be a person employed in the major group of economic activities with the largest number of economically active male persons protected in the contingency in question, or of the breadwinners of the persons protected, as the case may be, in the division comprising the largest number of such persons or breadwinners; for this purpose, the international standard industrial classification of all economic activities, adopted by the Economic and Social Council of the United Nations at its Seventh Session on 27 August 1948, as amended and reproduced in the Annex to this Convention, or such classification as at any time further amended, shall be used.

8. Where the rate of benefit varies by region, the skilled manual male employee may be determined for each region in accordance with paragraphs 6 and 7 of this Article.

9. The wage of the skilled manual male employee shall be determined on the basis of the rates of wages for normal hours of work fixed by collective agreements, by or in pursuance of national laws or regulations, where applicable, or by custom, including, cost-of-living allowances if any; where such rates differ by region but paragraph 8 of this Article is not applied, the median rate shall be taken.

10. No periodical payment shall be less than a prescribed minimum amount.

Article 20

1. In the case of a periodical payment to which this Article applies, the rate of the benefit, increased by the amount of any family allowances payable during the contingency, shall be such as to attain, in respect of the contingency in question, for the standard beneficiary indicated in Schedule II to this Convention, at least the percentage indicated therein of the total of the wage of an ordinary adult male labourer and of the amount of any family allowances payable to a person protected with the same family responsibilities as the standard beneficiary.

2. The wage of the ordinary adult male labourer, the benefit and any family allowances shall be calculated on the same time basis.

3. For the other beneficiaries, the benefit shall bear a reasonable relation to the benefit for the standard beneficiary.

4. For the purpose of this Article, the ordinary adult male labourer shall be—

(*a*) a person deemed typical of unskilled labour in the manufacture of machinery other than electrical machinery; or

(*b*) a person deemed typical of unskilled labour selected in accordance with the provisions of the following paragraph.

5. The person deemed typical of unskilled labour for the purpose of clause (*b*) of the preceding paragraph shall be a person employed in the major group of economic activities with the largest number of economically active male persons protected in the contingency in question, or of the breadwinners of the persons protected, as the case may be, in the division comprising the largest number of such persons or breadwinners; for this purpose the international standard industrial classification of all economic activities, adopted by the Economic and Social Council of the United Nations at its Seventh Session on 27 August 1948, as amended and reproduced in the Annex to this Convention, or such classification as at any time further amended, shall be used.

6. Where the rate of benefit varies by region, the ordinary adult male labourer may be determined for each region in accordance with paragraphs 4 and 5 of this Article.

7. The wage of the ordinary adult male labourer shall be determined on the basis of the rates of wages for normal hours of work fixed by collective agreements, by or in pursuance of national laws or regulations, where applicable, or by custom, including cost-of-living allowances if any; where such rates differ by region but paragraph 6 of this Article is not applied, the median rate shall be taken.

8. No periodical payment shall be less than a prescribed minimum amount.

Article 21

1. The rates of cash benefits currently payable pursuant to paragraphs 2 and 3 of Article 14 and paragraph 1 of Article 18 shall be reviewed following substantial changes in the general level of earnings where these result from substantial changes in the cost of living.

2. Each Member shall include the findings of such reviews in its reports upon the application of this Convention submitted under article 22 of the Constitution of the International Labour Organization, and shall specify any action taken.

Article 22

1. A benefit to which a person protected would otherwise be entitled in compliance with this Convention may be suspended to such extent as may be prescribed—

(*a*) as long as the person concerned is absent from the territory of the Member;
(*b*) as long as the person concerned is maintained at public expense or at the expense of a social security institution or service;
(*c*) where the person concerned has made a fraudulent claim;
(*d*) where the employment injury has been caused by a criminal offence committed by the person concerned;
(*e*) where the employment injury has been caused by voluntary intoxication or by the serious and wilful misconduct of the person concerned;
(*f*) where the person concerned, without good cause, neglects to make use of the medical care and allied benefits or the rehabilitation services placed at his disposal, or fails to comply with rules prescribed for verifying the occurrence or continuance of the contingency or for the conduct of beneficiaries; and
(*g*) as long as the surviving spouse is living with another person as spouse.

2. In the cases and within the limits prescribed, part of the cash benefit otherwise due shall be paid to the dependants of the person concerned.

Article 23

1. Every claimant shall have a right of appeal in the case of refusal of the benefit or complaint as to its quality or quantity.

2. Where in the application of this Convention a government department responsible to a legislature is entrusted with the administration of medical care, the right of appeal provided for in paragraph 1 of this Article may be replaced by a right to have a complaint concerning the refusal of medical care or the quality of the care received investigated by the appropriate authority.

3. Where a claim is settled by a special tribunal established to deal with employment injury benefit questions or with social security questions in general and on which the persons protected are represented, no right of appeal shall be required.

Article 24

1. Where the administration is not entrusted to an institution regulated by the public authorities or to a government department responsible to a legislature, representatives of the persons protected shall participate in the management, or be associated therewith in a consultative capacity, under prescribed conditions; national legislation may likewise decide as to the participation of representatives of employers and of the public authorities.

2. The Member shall accept general responsibility for the proper administration of the institutions or services concerned in the application of this Convention.

Article 25

Each Member shall accept general responsibility for the due provision of the benefits provided in compliance with this Convention and shall take all measures required for this purpose.

Article 26

1. Each Member shall, under prescribed conditions—
(*a*) take measures to prevent industrial accidents and occupational diseases;
(*b*) provide rehabilitation services which are designed to prepare a disabled person wherever possible for the resumption of his previous activity, or, if this is not possible, the most suitable alternative gainful activity, having regard to his aptitudes and capacity; and
(*c*) take measures to further the placement of disabled persons in suitable employment.

2. Each Member shall as far as possible furnish in its reports upon the application of this Convention submitted under article 22 of the Constitution of the International Labour Organization information concerning the frequency and severity of industrial accidents.

Article 27

Each Member shall within its territory assure to non-nationals equality of treatment with its own nationals as regards employment injury benefits.

Article 28

1. This Convention revises the Workmen's Compensation (Agriculture) Convention, 1921, the Workmen's Compensation (Accidents) Convention, 1925, the Workmen's Compensation (Occupational Diseases) Convention, 1925, and the Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934.

2. Ratification of this Convention by a Member which is a party to the Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934, shall, in accordance with Article 8 thereof, *ipso jure* involve the immediate denunciation of that Convention, if and when this Convention shall have come into force, but the coming into force of this Convention shall not close that Convention to further ratification.

Article 29

In conformity with Article 75 of the Social Security (Minimum Standards) Convention, 1952, Part VI of that Convention and the relevant provisions of other Parts thereof shall cease to apply to any Member having ratified this Convention as from the date at which this Convention comes into force for that Member, but acceptance of the obligations of this Convention shall be deemed to constitute acceptance of the obligations of Part VI of the Social Security (Minimum Standards) Convention, 1952, and the relevant provisions of other Parts thereof, for the purpose of Article 2 of the said Convention.

Article 30

If any Convention which may be adopted subsequently by the Conference concerning any subject or subjects dealt with in this Convention so provides, such provisions of this Convention as may be specified in the said Convention shall cease to apply to any Member having ratified the said Convention as from the date at which the said Convention comes into force for that Member.

Article 31

1. The International Labour Conference may, at any session at which the matter is included in its agenda, adopt by a two-thirds majority amendments to Schedule I to this Convention.

2. Such amendments shall take effect in respect of any Member already a party to the Convention when such Member notifies the Director-General of the International Labour Office of its acceptance thereof.

3. Unless the Conference otherwise decides when adopting an amendment, an amendment shall be effective, by reason of its adoption by the Conference, in respect of any Member subsequently ratifying the Convention.

Article 32

The formal ratifications of this Convention shall be communicated to the Director-General of the International Laobur Office for registration.

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Article 33

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 34

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 35

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

SCHEDULE I. LIST OF OCCUPATIONAL DISEASES

Occupational diseases	Work involving exposure to risk
1. Pneumoconioses caused by sclerogenetic mineral dust (silicosis, anthraco-silicosis, asbestosis) and silico-tuberculosis provided that silicosis is an essential factor in causing the resultant incapacity or death.	All work involving exposure to the risk concerned.
2. Diseases caused by beryllium or its toxic compounds.	"
3. Diseases caused by phosphorus or its toxic compounds.	"
4. Diseases caused by chrome or its toxic compounds.	"
5. Diseases caused by manganese or its toxic compounds.	"
6 Diseases caused by arsenic or its toxic compounds.	"
7. Diseases caused by mercury or its toxic compounds.	"
8. Diseases caused by lead or its toxic compounds.	"
9. Diseases caused by carbon bisulphide.	"
10. Diseases caused by the toxic halogen derivatives of hydrocarbons of the aliphatic series.	"
11. Diseases caused by benzene or its toxic homologues.	"
12. Diseases caused by nitro- and amido-toxic derivatives of benzene or its homologues.	"
13. Diseases caused by ionizing radiations.	All work involving exposure to the action of ionizing radiations.
14. Primary epitheliomatous cancer of the skin caused by tar, pitch, bitumen, mineral oil, anthracene, or the compounds, products or residues of these substances.	All work involving exposure to the risks concerned.
15. Anthrax infection.	Work in connection with animals infected with anthrax. Handling of animal carcasses or parts of such carcasses including hides, hoofs and horns. Loading and unloading or transport of merchandise which may have been contaminated by animals or animal carcasses infected with anthrax.

SCHEDULE II. PERIODICAL PAYMENTS TO STANDARD BENEFICIARIES

Contingency	Standard beneficiary	Percentage
1. Temporary or initial incapacity for work	Man with wife and two children	60
2. Total loss of earning capacity or corresponding loss of faculty	Man with wife and two children	60
3. Death of breadwinner	Widow with two children	50

Article 36

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 37

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 38

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

(*a*) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 34 above, if and when the new revising Convention shall have come into force;

(*b*) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 39

The English and French versions of the text of this Convention are equally authoritative.

ANNEX

INTERNATIONAL STANDARD INDUSTRIAL CLASSIFICATION OF ALL ECONOMIC ACTIVITIES

(*Revised 1958*)

List of Divisions and Major Groups

Major group	Division
	Division 0. Agriculture, Forestry, Hunting and Fishing
01.	Agriculture.
02.	Forestry and logging.
03.	Hunting, trapping and game propagation.
04.	Fishing.
	Division 1. Mining and Quarrying
11.	Coal mining.
12.	Metal mining.
13.	Crude petroleum and natural gas.
14.	Stone quarrying, clay and sand pits.
19.	Other non-metallic mining and quarrying.
	Divisions 2-3. Manufacturing
20.	Food manufacturing industries, except beverage industries.
21.	Beverage industries.
22.	Tobacco manufacturers.
23.	Manufacture of textiles.
24.	Manufacture of footwear, other wearing apparel and made-up textile goods.
25.	Manufacture of wood and cork, except manufacture of furniture.
26.	Manufacture of furniture and fixtures.
27.	Manufacture of paper and paper products.
28.	Printing, publishing and allied industries.
29.	Manufacture of leather, and leather and fur products, except footwear and other wearing apparel.
30.	Manufacture of rubber products.
31.	Manufacture of chemicals and chemical products.
32.	Manufacture of products of petroleum and coal.
33.	Manufacture of non-metallic mineral products, except products of petroleum and coal.
34.	Basic metal industries.
35.	Manufacture of metal products, except machinery and transport equipment.
36.	Manufacture of machinery, except electrical machinery.
37.	Manufacture of electrical machinery, apparatus, appliances and supplies.
38.	Manufacture of transport equipment.
39.	Miscellaneous manufacturing industries.
	Division 4. Construction
40.	Construction.
	Division 5. Electricity, Gas, Water and Sanitary Services
51.	Electricity, gas and steam.
52.	Water and sanitary services.
	Division 6. Commerce
61.	Wholesale and retail trade.
62.	Banks and other financial institutions.
63.	Insurance.
64.	Real estate.
	Division 7. Transport, Storage and Communication
71.	Transport.
72.	Storage and warehousing.
73.	Communication.
	Division 8. Services
81.	Government services.
82.	Community services.
83.	Business services.
84.	Recreation services.
85.	Personal services.
	Division 9. Activities Not Adequately Described
90.	Activities not adequately described.

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Text of Recommendation Concerning Benefits in Case of Employment Injury

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-eighth Session on 17 June 1964, and

Having decided upon the adoption of certain proposals with regard to benefits in the case of industrial accidents and occupational diseases, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Employment Injury Benefits Convention, 1964,

adopts this ninth day of July of the year one thousand nine hundred and sixty-four the following Recommendation, which may be cited as the Employment Injury Benefits Recommendation, 1964:

1. In this Recommendation—

(*a*) the term "legislation" includes any social security rules as well as laws and regulations;

(*b*) the term "prescribed" means determined by or in virtue of national legislation;

(*c*) the term "dependent" refers to a state of dependency which is presumed to exist in prescribed cases.

2. Each Member should extend the application of its legislation providing for employment injury benefits, if necessary by stages, to any categories of employees which may have been excepted in virtue of Article 4, paragraph 2, of the Employment Injury Benefits Convention, 1964, from the protection provided for in that Convention.

3. (1) Each Member should, subject to prescribed conditions, secure the provision of employment injury or analogous benefits, if necessary by stages and/or through voluntary insurance, to—

(*a*) members of co-operatives who are engaged in the production of goods or the provision of services;

(*b*) prescribed categories of self-employed persons, in particular persons owning and actively engaged in the operation of small-scale businesses or farms;

(*c*) certain categories of persons working without pay, which should include—

(i) persons in training, undergoing an occupational or trade test or otherwise preparing for their future employment, including pupils and students;

(ii) members of volunteer bodies charged with combating natural disasters, with saving lives and property or with maintaining law and order;

(iii) other categories of persons not otherwise covered who are active in the public interest or engaged in civic or benevolent pursuits, such as persons volunteering their services for public office, social service or hospitals;

(iv) prisoners and other detained persons doing work which has been required or approved by the competent authorities.

(2) The financial resources of voluntary insurance for the categories referred to in subparagraph (1) of this Paragraph should not be provided from contributions intended to finance the compulsory schemes for employees.

4. Special schemes applicable to seafarers, including seafishermen, and to public servants should provide benefits in case of an employment injury which are not less favourable than those provided for in the Employment Injury Benefits Convention, 1964.

5. Each Member should, under prescribed conditions, treat the following as industrial accidents:

(*a*) accidents, regardless of their cause, sustained during working hours at or near the place of work or at any place where the worker would not have been except for his employment;

(*b*) accidents sustained within reasonable periods before and after working hours in connection with transporting, cleaning, preparing, securing, conserving, storing and packing work tools or clothes;

(*c*) accidents sustained while on the direct way between the place of work and—

(i) the employee's principal or secondary residence; or

(ii) the place where the employee usually takes his meal; or

(iii) the place where he usually receives his remuneration.

6. (1) Each Member should, under prescribed conditions, regard diseases known to arise out of the exposure to substances or dangerous conditions in processes, trades or occupations as occupational diseases.

(2) Unless proof to the contrary is brought, there should be a presumption of the occupational origin of such diseases where the employee—

(*a*) was exposed for at least a specified period; and

(*b*) has developed symptoms of the disease within a specified period following termination of the last employment involving exposure.

(3) When prescribing and bringing up to date national lists of occupational diseases, Members should give special consideration to any list of occupational diseases which may from time to time be approved by the Governing Body of the International Labour Office.

7. Where national legislation contains a list establishing a presumption of occupational origin in respect of certain diseases, proof should be permitted of the occupational origin of diseases not so listed and of diseases listed when they manifest themselves under conditions different from those establishing a presumption of occupational origin.

8. Cash benefits in respect of incapacity for work should be paid from the first day in each case of suspension of earnings.

9. The rates of cash benefits in respect of temporary or initial incapacity for work, or in respect of total loss of earning capacity likely to be permanent, or corresponding loss of faculty, should be—

(*a*) not less than two-thirds of the injured person's earnings: Provided that a maximum limit may be prescribed for the rate of benefit or for the earnings taken into account for the calculation of the benefit; or

(*b*) where such benefits are provided at flat rates, not less than two-thirds of the average earnings of persons employed in the major group of economic activities with the largest number of economically active male persons.

10. (1) The cash benefit payable by reason of loss of earning capacity likely to be permanent, or corresponding loss of faculty, should take the form of a periodical payment for the duration of such loss in all cases in which the degree of loss equals at least 25 per cent.

(2) In cases in which the degree of loss of earning capacity likely to be permanent, or corresponding loss of faculty, is less than 25 per cent a lump sum may be paid in lieu of a periodical payment. Such lump sum should bear an equitable relationship to periodical payments and should not be less than the periodical payments which would be due in respect of a period of three years.

11. Provision should be made to defray the reasonable cost of the constant help or attendance of another person in cases in which the injured person requires such services; alternatively, the periodical payment should be increased by either a prescribed percentage or a prescribed amount.

12. Where an employment injury entails unemployability or disfigurement and this is not taken fully into account in the evaluation of the loss sustained by the injured person, supplementary or special benefits should be provided.

13. Where the periodical payments made to the surviving spouse and children are less than the maximum amounts prescribed, a periodical payment should be made to the following categories of persons if they were dependent on the deceased for support:

(*a*) parents;
(*b*) brothers and sisters;
(*c*) grandchildren.

14. Where a maximum limit upon the total benefits payable to all the survivors is prescribed, such maximum should be not less than the rate of benefits payable in respect of total loss of earning capacity likely to be permanent, or corresponding loss of faculty.

15. The rates of cash benefits currently payable pursuant to paragraphs 2 and 3 of Article 14 and to paragraph 1 of Article 18 of the Employment Injury Benefits Convention, 1964, should be periodically adjusted, taking account of changes in the general level of earnings or the cost of living.

Text of Convention Concerning Hygiene in Commerce and Offices

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-eighth Session on 17 June 1964, and

Having decided upon the adoption of certain proposals with regard to hygiene in commerce and offices, which is the fourth item on the agenda of the session, and

Having determined that certain of these proposals shall take the form of an international Convention,

adopts this ninth day of July of the year one thousand nine hundred and sixty-four the following Convention, which may be cited as the Hygiene (Commerce and Offices) Convention, 1964:

I. Obligations of Parties

Article 1

This Convention applies to—

(*a*) trading establishments;
(*b*) establishments, institutions and administrative services in which the workers are mainly engaged in office work;
(*c*) insofar as they are not subject to national laws or regulations or other arrangements concerning hygiene in industry, mines, transport or agriculture, any departments of other establishments, institutions or administrative services in which departments the workers are mainly engaged in commerce or office work.

Article 2

The competent authority may, after consultation with the organizations of employers and workers directly concerned, where such exist, exclude from the application of all or any of the provisions of this Convention specified classes of the establishments, institutions or administrative services, or departments thereof, referred to in Article 1, where the circumstances and conditions of employment are such that the application to them of all or any of the said provisions would be inappropriate.

Article 3

In any case in which it is doubtful whether an establishment, institution or administrative service is one to which this Convention applies, the question shall be settled either by the competent authority after consultation with the representative organizations of employers and workers concerned, where such exist, or in any other manner which is consistent with national law and practice.

Article 4

Each Member which ratifies this Convention undertakes that it will—

(*a*) maintain in force laws or regulations which ensure the application of the General Principles set forth in Part II, and
(*b*) ensure that such effect as may be possible and desirable under national conditions is given to the provisions of the Hygiene (Commerce and Offices), Recommendation, 1964, or to equivalent provisions.

Article 5

The laws or regulations giving effect to the provisions of this Convention and any laws or regulations giving such effect as may be possible and desirable under national conditions to the provisions of the Hygiene (Commerce and Offices) Recommendation, 1964, or to equivalent provisions, shall be framed after consultation with the representative organizations of employers and workers concerned, where such exist.

Article 6

1. Appropriate measures shall be taken, by adequate inspection or other means, to ensure the proper application of the laws or regulations referred to in Article 5.

2. Where it is appropriate to the manner in which effect is given to this Convention, the necessary measures in the form of penalties shall be taken to ensure the enforcement of such laws or regulations.

II. General Principles

Article 7

All premises used by workers, and the equipment of such premises, shall be properly maintained and kept clean.

Article 8

All premises used by workers shall have sufficient and suitable ventilation, natural or artificial or both, supplying fresh or purified air.

Article 9

All premises used by workers shall have sufficient and suitable lighting; workplaces shall, as far as possible, have natural lighting.

Article 10

As comfortable and steady a temperature as circumstances permit shall be maintained in all premises used by workers.

Article 11

All workplaces shall be so laid out and workstations so arranged that there is no harmful effect on the health of the worker.

Article 12

A sufficient supply of wholesome drinking water or of some other wholesome drink shall be made available to workers.

Article 13

Sufficient and suitable washing facilities and sanitary conveniences shall be provided and properly maintained.

Article 14

Sufficient and suitable seats shall be supplied for workers and workers shall be given reasonable opportunities of using them.

Article 15

Suitable facilities for changing, leaving and drying clothing which is not worn at work shall be provided and properly maintained.

Article 16

Underground or windowless premises in which work is normally performed shall comply with appropriate standards of hygiene.

Article 17

Workers shall be protected by appropriate and practicable measures against substances, processes and techniques which are obnoxious, unhealthy or toxic or for any reason harmful. Where the nature of the work so requires, the competent authority shall prescribe personal protective equipment.

Article 18

Noise and vibrations likely to have harmful effects on workers shall be reduced as far as possible by appropriate and practicable measures.

Article 19

Every establishment, institution or administrative service, or department thereof, to which this Convention applies shall, having regard to its size and the possible risk—

(*a*) maintain its own dispensary or first-aid post; or

(*b*) maintain a dispensary or first-aid post jointly with other establishments, institutions or administrative services, or departments thereof; or

(*c*) have one or more first-aid cupboards, boxes or kits.

Article 20

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 21

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 22

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 23

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 24

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 25

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 26

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

(*a*) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 22 above, if and when the new revising Convention shall have come into force;

(*b*) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 27

The English and French versions of the text of this Convention are equally authoritative.

Text of Recommendation Concerning Hygiene in Commerce and Offices

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-eighth Session on 17 June 1964, and

Having decided upon the adoption of certain proposals with regard to hygiene in commerce and offices, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this ninth day of July of the year one thousand nine hundred and sixty-four the following Recommendation, which may be cited as the Hygiene (Commerce and Offices) Recommendation, 1964:

I. Scope

1. This Recommendation applies to all the following establishments, institutions and administrative services, whether public or private:

(*a*) trading establishments;
(*b*) establishments, institutions and administrative services in which the workers are mainly engaged in office work, including offices of persons engaged in the liberal professions;
(*c*) in so far as they are not included in establishments referred to in Paragraph 2 and are not subject to national laws or regulations or other arrangements concerning hygiene in industry, mines, transport or agriculture, any departments of other establishments, institutions or administrative services in which departments the workers are mainly engaged in commerce or office work.

2. This Recommendation also applies to the following establishments, institutions and administrative services;

(*a*) establishments, institutions and administrative services providing personal services;
(*b*) postal and telecommunications services;
(*c*) newspaper and publishing undertakings;
(*d*) hotels and boarding houses;
(*e*) restaurants, clubs, cafés, and other catering establishments;
(*f*) theatres and places of public entertainment and other recreational services.

3. (1) Where necessary, appropriate arrangements should be made to define, after consultation with the representative organizations of employers and workers concerned, the line which separates establishments, institutions or administrative services to which this Recommendation applies from other establishments.

(2) In any case in which it is doubtful whether an establishment, institution or administrative service is one to which this Recommendation applies, the question should be settled either by the competent authority after consultation with the representative organizations of employers and workers concerned, or in any other manner which is consistent with national law and practice.

II. Methods of Application

4. Having regard to the diversity of national circumstances and practices, effect may be given to the provisions of this Recommendation—

(*a*) by national laws or regulations;
(*b*) by collective agreement or as otherwise agreed by the employers and workers concerned;
(*c*) by arbitration awards; or
(*d*) in any other manner approved by the competent authority after consultation with the representative organizations of employers and workers concerned.

III. Maintenance and Cleanliness

5. All places in which work is carried on, or through which workers may have to pass, or which contain sanitary or other facilities provided for the common use of workers, and the equipment of such places, should be properly maintained.

6. (1) All such places and equipment should be kept clean.

(2) In particular the following should be regularly cleaned:

(*a*) floors, stairs and passages;
(*b*) windows used for lighting, and sources of artificial lighting;
(c) walls, ceilings and equipment.

7. Cleaning should be carried out—

(*a*) by means raising the minimum amount of dust;
(*b*) outside working hours, except in particular circumstances or where cleaning during working hours can be effected without disadvantage for the workers.

8. Cloakrooms, lavatories, washstands and, if necessary, other facilities for the common use of workers should be regularly cleaned and periodically disinfected.

9. All refuse and waste likely to give off obnoxious, toxic or harmful substances, or be a source of infection, should be made harmless, removed or isolated at the earliest possible moment; disposal should be in accordance with standards approved by the competent authority.

10. Removal and disposal arrangements for other refuse and waste should be made and sufficient receptacles for such refuse and waste should be provided in suitable places.

IV. Ventilation

11. In all places in which work is carried on, or which contain sanitary or other facilities for the common use of workers, there should be sufficient and suitable ventilation, natural or artificial or both, supplying fresh or purified air.

12. In particular—

(*a*) apparatus ensuring natural or artificial ventilation should be so designed as to introduce a sufficient quantity of fresh or purified air per person and per hour into an area, taking into account the nature and conditions of the work;
(*b*) arrangements should be made to remove or make harmless, as far as possible, fumes, dust and any other obnoxious or harmful impurities which may be generated in the course of work;
(*c*) the normal speed of movement of air at fixed work stations should not be harmful to the health or comfort of the persons working there;
(*d*) as far as possible and in so far as conditions require, appropriate measures should be taken to ensure that in enclosed premises a suitable hygrometric level in the air is maintained.

13. Where a workplace is wholly or substantially air conditioned, suitable means of emergency ventilation, natural or artificial, should be provided.

V. Lighting

14. In all places in which work is carried on, or through which workers may have to pass

or which contain sanitary or other facilities provided for the common use of workers, there should be, as long as the places are likely to be used, sufficient and suitable lighting, natural or artificial, or both.

15. In particular, all practicable measures should be taken—

(*a*) to ensure visual comfort—
  (i) by openings for natural lighting which are appropriately distributed and of sufficient size;
  (ii) by a careful choice and appropriate distribution of artificial lighting;
  (iii) by a careful choice of colours for the premises and their equipment;
(*b*) to prevent discomfort or disorders caused by glare, excessive contrasts between light and shade, reflection of light and overstrong direct lighting;
(*c*) to eliminate harmful flickering whenever artificial lighting is used.

16. Wherever sufficient natural lighting is reasonably practicable it should be adopted in preference to any other.

17. Suitable standards of natural or artificial lighting for different types of work and premises and various occupations should be fixed by the competent authority.

18. In premises where there are large numbers of workers or visitors, emergency lighting should be provided.

VI. Temperature

19. In all places in which work is carried on, or through which workers may have to pass, or which contain sanitary or other facilities provided for the common use of workers, the best possible conditions of temperature, humidity and movement of air should be maintained, having regard to the nature of the work and the climate.

20. No worker should be required to work regularly in an extreme temperature. Accordingly, the competent authority should determine either maximum or minimum standards of temperature, or both, having regard, to the climate and to the nature of the establishment, institution or administrative service and of the work.

21. No worker should be required to work regularly in conditions involving sudden variations in temperature which are considered by the competent authority to be harmful to health.

22. (1) No worker should be required to work regularly in the immediate neighbourhood of equipment radiating a large amount of heat or causing an intense cooling of the surrounding air, considered by the competent authority to be harmful to health, unless suitable control measures are taken, the time of the worker's exposure is reduced, or he is provided with suitable protective equipment or clothing.

(2) Fixed or movable screens, deflectors or other suitable devices should be provided and used to protect workers against any large-scale intake of cold or heat, including the heat of the sun.

23. (1) No worker should be required to work at an outdoor sales counter in low temperatures likely to be harmful unless suitable means of warming himself are available.

(2) No worker should be required to work at an outdoor sales counter in high temperatures likely to be harmful unless suitable means of protection against such high temperatures are available.

24. The use of methods of heating or cooling likely to cause harmful or obnoxious fumes in the atmosphere of premises should be forbidden.

25. When work is carried out in a very low or a very high temperature, workers should be given a shortened working day or breaks included in the working hours, or other relevant measures taken.

VII. Working Space

26. (1) All workplaces should be so laid out and work stations so arranged that there is no harmful effect on the health of the worker.

(2) Each worker should have sufficient unobstructed working space to perform his work without risk to his health.

27. The competent authority should specify—

(*a*) the floor area to be provided in enclosed premises for each worker regularly working there;
(*b*) the minimum unobstructed volume of space to be provided in enclosed premises for each worker regularly working there;
(*c*) the minimum height of new enclosed premises in which work is to be regularly performed.

VIII. Drinking Water

28. A sufficient supply of wholesome drinking water or of some other wholesome drink should be made available to workers. Wherever the distribution of running drinking water is practicable, preference should be given to this system.

29. (1) Any containers used to distribute drinking water or any other authorized drink should—

(*a*) be tightly closed and where appropriate fitted with a tap;
(*b*) be clearly marked as to the nature of their contents;
(*c*) not be buckets, tubs or other receptacles with a wide open top (with or without a lid) in which it is possible to dip an instrument to draw off liquid;
(*d*) be kept clean at all times.

(2) A sufficient number of drinking vessels should be provided and there should be facilities for washing them with clean water.

(3) Cups the use of which is shared by a number of workers should be forbidden.

30. (1) Water which does not come from an officially approved source for the distribution of drinking water should not be distributed as drinking water unless the competent health authority expressly authorizes such distribution and holds periodical inspections.

(2) Any method of distribution other than that practised by the officially approved local supply service should be notified to the competent health authority for its approval.

31. (1) Any distribution of water not fit for drinking should be so labelled at the points where it can be drawn off.

(2) There should be no interconnection, open or potential, between drinking water systems and systems of water not fit for drinking.

IX. Washstands and Showers

32. Sufficient and suitable washing facilities should be provided for the use of workers in suitable places and should be properly maintained.

33. (1) These facilities should, to the greatest possible extent, include washstands, with hot water if necessary, and, where the nature of the work so requires, showers with hot water.

(2) Soap should be made available to workers.

(3) Appropriate products (such as detergents, special cleansing creams or powders) should be made available to workers wherever the nature of the work so requires; the use for

personal cleanliness of products harmful to health should be forbidden.

(4) Towels, preferably individual, or other suitable means of drying themselves should be made available to workers. Towels for common use which do not provide a fresh clean portion for each use should be forbidden.

34. (1) Water provided for washstands and showers should not present any health risks.

(2) Where water used in washstands and showers is not fit for drinking, this should be clearly indicated.

35. Separate washing facilities should be provided for men and women, except in very small establishments where common facilities may be provided with the approval of the competent authority.

36. The number of washstands and showers should be fixed by the competent authority having regard to the number of workers and the nature of their work.

X. Sanitary Conveniences

37. Sufficient and suitable sanitary conveniences should be provided for the use of workers in suitable places and should be properly maintained.

38. (1) Sanitary conveniences should be so partitioned as to ensure sufficient privacy.

(2) As far as possible sanitary conveniences should be supplied with flushing systems and traps and with toilet paper or some other hygienic means of cleaning.

(3) Appropriately designed receptacles with lids or other suitable disposal units such as incinerators should be provided in sanitary conveniences for women.

(4) As far as possible, conveniently accessible washstands in sufficient number should be provided near conveniences.

39. Separate sanitary conveniences should be provided for men and women, except with the approval of the competent authority, in establishments where not more than five persons or only members of the employer's family are employed.

40. The number of W.C.'s and urinals for men, and of W.C.'s for women, should be fixed by the competent authority having regard to the number of workers.

41. Sanitary conveniences should be adequately ventilated and so located as to prevent nuisances. They should not communicate directly with workplaces, rest rooms or canteens, but should be separated therefrom by an antechamber or by an open space. Approaches to outdoor conveniences should be roofed.

XI. Seats

42. Sufficient and suitable seats should be supplied for workers and workers should be given reasonable opportunities of using them.

43. To the greatest possible extent, work stations should be so arranged that workers who work standing may discharge their duties sitting whenever this is compatible with the nature of the work.

44. Seats supplied for workers should be of comfortable design and dimensions, be suited to the work performed, and facilitate good working posture in the interest of the worker's health; if necessary, foot-rests should be supplied for the same purpose.

XII. Clothing Accommodation and Changing Rooms

45. Suitable facilities, such as hangers and cupboards, for changing, leaving and drying clothing which is not worn at work should be provided and properly maintained.

46. Where the number of workers and the nature of their work so require, changing rooms should be provided.

47. (1) Changing rooms should contain—

(*a*) properly ventilated personal cupboards or other suitable receptacles of sufficient dimensions, which can be locked;

(*b*) a sufficient number of seats.

(2) Separate compartments for street clothes and working attire should be provided whenever workers are engaged in operations necessitating the wearing of working attire which may be contaminated, heavily soiled, stained or impregnated.

48. There should be separate changing rooms for men and women.

XIII. Underground and Similar Premises

49. Underground or windowless premises in which work is normally performed should comply with appropriate standards of hygiene laid down by the competent authority.

50. As far as circumstances allow, workers should not be required to work continuously in underground or windowless premises, but should work there in rotation.

XIV. Obnoxious, Unhealthy or Toxic Substances, Processes and Techniques

51. Workers should be protected by appropriate and practicable measures against substances, processes and techniques which are obnoxious, unhealthy, or toxic or for any reason harmful.

52. In particular—

(*a*) all appropriate and practicable measures should be taken to replace such substances, processes and techniques by substances, processes and techniques which are not obnoxious, unhealthy or toxic or for any reason harmful, or which are not to the same extent;

(*b*) the competent authority should encourage and advise on the measures of substitution referred to in clause (*a*) and, with regard to retail sales, the use of processes and techniques and containers excluding any harmful effects;

(*c*) where the measures of substitution referred to in clause (*a*) are not possible, engineering control methods such as enclosure, isolation and ventilation should be used;

(*d*) equipment to control or eliminate obnoxious, unhealthy or toxic or for any reason harmful substances should be kept in good repair at all times;

(*e*) all appropriate and practicable measures should be taken to protect workers against risks such as those resulting from knocking over, spilling, emanation or splashing of substances which are obnoxious, unhealthy or toxic or for any reason harmful;

(*f*) it should be forbidden to smoke, eat, drink or put on make-up when toxic or for any reason harmful substances are handled; food, drink, tobacco or make-up used by workers should not be exposed to contamination from such substances.

53. Receptacles containing dangerous substances should bear—

(*a*) a danger symbol which is in accordance with recognized international standards, and, where necessary, defines the nature of the risk;

(*b*) the name of the substance or an indication to identify it; and

(*c*) as far as possible the essential instructions giving details of the first aid that should be administered if the substance should injure health or cause bodily injury.

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54. (1) When, despite the measures taken in pursuance of Paragraphs 51 and 52, operations being performed are exceptionally dirty, or involve processes or techniques or the use or handling of substances that are unhealthy, toxic or for any reason harmful, then, depending on the extent and nature of the risks, workers should be adequately protected by protective clothing or such other personal protective equipment or devices as may be necessary.

(2) Such clothing, equipment and devices should include, for example, one or more of the following, depending on the nature of the operation: coats, overalls, aprons, goggles, gloves, hats, helmets, masks, footwear, barrier creams and special powders.

(3) If necessary the competent authority should fix minimum standards of efficiency for personal protective equipment and devices.

(4) Whenever special public health measures or the protection of workers' health necessitate the wearing of protective clothing and other personal protective equipment or devices at work, this clothing and equipment should be supplied, cleaned and maintained at the employer's expense.

55. Where the use of personal protective equipment or devices does not entirely eliminate the effect of substances, processes or techniques which are unhealthy or toxic or for any reason harmful, the competent authority should recommend, if necessary, that additional preventive measures be taken.

56. (1) Where necessary a minimum age for employment in work involving such substances, processes and techniques should be laid down by the competent authority.

(2) The competent authority should prescribe medical examinations (initial and periodical) for workers exposed to the effects of substances which are unhealthy or toxic or for any reason harmful.

XV. Noise and Vibration

57. (1) Noise (including sound emissions) and vibrations likely to have harmful effects on workers should be reduced as far as possible by appropriate and practicable measures.

(2) Particular attention should be paid—

(*a*) to the substantial reduction of noise and vibrations caused by machinery and sound-producing equipment and devices;

(*b*) to the enclosure or isolation of sources of noise or vibrations which cannot be reduced;

(*c*) to the reduction of intensity and duration of sound emissions, including musical emissions; and

(*d*) to the provision of sound-insulating equipment, where appropriate, to keep the noise of workshops, lifts, conveyors or the street away from offices.

58. If the measures referred to in subparagraph (2) of Paragraph 57 prove to be insufficient to eliminate harmful effects adequately—

(*a*) workers should be supplied with suitable ear protectors when they are exposed to sound emissions likely to produce harmful effects;

(*b*) workers exposed to sound emissions and vibrations likely to produce harmful effects should be granted regular breaks included in the working hours in premises free of such sound emissions and vibrations;

(*c*) systems of work distribution or rotation of jobs should be applied where necessary.

XVI. Methods and Pace of Work

59. Work methods should as far as possible be adapted to the requirements of hygiene and to the physical and mental health and comfort of workers.

60. Appropriate measures should be taken, among others, to ensure that the mechanization of operations or methods of accelerating them do not impose a work rate likely, because of the concentrated attention or rapid movements required, to produce harmful effects on workers, in particular, physical fatigue or nervous fatigue which causes medically recognizable disorders.

61. Where the conditions of work make it necessary, the competent authority should fix a minimum age for employment in the operations referred to in Paragraph 60.

62. In order to prevent harmful effects or to limit them to the greatest possible extent, there should be breaks included in the working hours or, where possible, systems of work distribution or rotation of jobs.

XVII. First Aid

63. Every establishment, institution or administrative service, or department thereof, to which this Recommendation applies should, having regard to its size and the possible risk—

(*a*) maintain its own dispensary or first-aid post; or

(*b*) maintain a dispensary or first-aid post jointly with other establishments, institutions or administrative services, or departments thereof; or

(*c*) have one or more first-aid cupboards, boxes or kits.

64. (1) The equipment of the dispensaries, and first-aid posts, cupboards, boxes or kits referred to in Paragraph 63 should be determined by the competent authority having regard to the number of workers and the nature of the risks.

(2) The contents of first-aid cupboards, boxes or kits should be kept in an aseptic condition and properly maintained, and should be checked at least once every month. These cupboards, boxes or kits should be restocked at such times or, where necessary, immediately after use.

(3) Each first-aid cupboard, box or kit should contain simple and clear instructions regarding the first aid to be given in emergency cases and indicating clearly the name of the person designated in conformity with Paragraph 65; all its contents should be carefully labelled.

65. Dispensaries and first-aid posts, cupboards, boxes or kits should at all times be readily accessible and easy to find and should be under the charge of a designated person able, as prescribed by the competent authority, to give first aid.

XVIII. Mess Rooms

66. In cases to be determined by the competent authority, mess rooms should be provided for workers.

67. (1) Mess rooms should be provided with sufficient seats and tables.

(2) Within or in the immediate vicinity of mess rooms arrangements for heating meals, cool drinking water and hot water should be available.

(3) Covered waste bins should be provided.

68. (1) Mess rooms should be separate from any place in which there is exposure to toxic substances.

(2) The wearing of contaminated work clothing in mess rooms should be forbidden.

XIX. Rest Rooms

69. (1) Where alternative facilities are not available for workers to take temporary rest during working hours, a rest room should be provided, where this is desirable, having regard to the nature of the work and any other relevant conditions and circumstances. In particular, rest rooms should be provided to meet the needs of women workers; of workers engaged on particularly arduous or special work requiring temporary rest during working hours; or of workers employed on broken shifts.

(2) National laws or regulations should, where appropriate, empower the competent authority to require the provision of rest rooms in cases in which this is considered desirable by the competent authority owing to the conditions and circumstances of employment.

70. The facilities so provided should include at least—

(*a*) a room in which provision suited to the climate is made for relieving discomfort from cold or heat;

(*b*) adequate ventilation and lighting;

(*c*) suitable seating facilities in sufficient numbers.

XX. Planning and Construction

71. The plans of new buildings designed for use as establishments, institutions and administrative services, or departments thereof, to which this Recommendation applies, and of new installations designed for such use in existing buildings where substantial alterations are to be made, should conform to the greatest possible extent to the provisions of this Recommendation and should, in cases prescribed by national laws or regulations, be submitted for prior approval to the competent authority.

72. The plans should contain sufficient information concerning in particular—

(*a*) the location of workplaces, movement areas, ordinary and emergency exits and sanitary facilities;

(*b*) the dimensions of workplaces and of emergency exits, doors and windows, with details of the height of window sills;

(*c*) the type of floors, walls and ceilings;

(*d*) machinery and installations which may emit heat, vapour, gases, dust, odours, light, noise or vibrations in quantities likely to affect adversely the health, safety or comfort of workers, together with the measures proposed to combat such agents;

(*e*) the type of heating and lighting used;

(*f*) any mechanical ventilation equipment;

(*g*) any sound-proofing, damp-proofing and temperature control measures.

73. The competent authority should grant reasonable time limits for any changes that it might require in order to make establishments, institutions and administrative services, or departments thereof, to which this Recommendation applies conform to the provisions of this Recommendation.

74. As far as possible, floors should be so constructed and covered, and walls, ceilings and equipment should be so constructed as not to present any health risks.

75. Adequate means of escape should be provided and properly maintained.

XXI. Measures Against the Spread of Diseases

76. (1) Measures should be taken to prevent the spread of transmissible diseases among persons working within any establishment, institution or administrative service, or department thereof, to which this Recommendation applies, and between workers and the public.

(2) Such measures should include, in particular—

(*a*) collective or individual technical and medical preventive measures, including the prevention of infectious diseases and action against insects, rodents and other noxious animals;

(*b*) medical supervisory measures.

XXII. Instruction in Hygiene Measures

77. Measures should be taken to give workers and employers the necessary elementary understanding of the hygiene measures which the workers may be required to take during working hours.

78. (1) Workers should be informed in particular of—

(*a*) the health risks inherent in any harmful substances which they may be required to handle or employ, even if these products are little used in the establishment concerned;

(*b*) the need to make good use of equipment and devices provided for hygiene and protection.

(2) If full information on hygiene cannot be given in a language understood by the workers, they should at least be informed in such a language of the meaning of important terms, expressions and symbols.

XXIII. Co-operation in the Field of Hygiene

79. (1) The competent authority, employers and workers should establish mutual contacts, in order to ensure the hygiene of workers in connection with their work.

(2) The competent authority, in giving effect to the provisions of this Recommendation, should consult with the representative organizations of employers and workers concerned, or, where such do not exist, the representatives of employers and workers concerned.

80. (1) The competent authority should encourage and, if necessary, itself undertake the study of any measures designed to ensure the hygiene of workers in connection with their work.

(2) The competent authority should give wide circulation to any documentation on means of ensuring the hygiene of workers in connection with their work.

(3) Full information and advice on all subjects dealt with in this Recommendation should be available from the competent authority.

81. (1) In establishments, institutions or administrative services, or departments thereof, in respect of which the competent authority deems it desirable having regard to the possible degree of risk, at least one delegate or official for matters of hygiene should be designated.

(2) Hygiene delegates or officials should cooperate closely with employers and workers in eliminating risks to workers' health and to this end should, in particular, keep in touch with employers' and workers' representatives.

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(3) In establishments, institutions or administrative services in respect of which the competent authority deems it desirable having regard to the possible degree of risk, a hygiene committee should be set up.

(4) Hygiene committees should endeavour, in particular, to eliminate risks to the health of workers.

82. The competent authority, in collaboration with employers and workers concerned or their representative organizations, should carry out investigations with a view to assembling information regarding diseases likely to arise from work and to perfecting measures to eliminate the causes and conditions which give rise to these diseases.

XXIV. Enforcement

83. Appropriate measures should be taken, by adequate inspection or other means, to ensure the proper application of laws, regulations or other provisions concerning hygiene.

84. Where it is appropriate to the manner in which effect is given to this Recommendation, the necessary measures in the form of penalties should be taken to ensure the enforcement of its provisions.

159th Session, ILO Governing Body

Canada's Deputy Minister of Labour elected Chairman for 1964-65

At the 159th Session of the Governing Body of the International Labour Organization, George V. Haythorne, Deputy Minister of Labour, who has been Canadian government representative on the Governing Body since 1956, was unanimously elected Chairman for a one-year period. Dr. Haythorne headed the Canadian delegation at the 48th International Labour Conference.

Since the ILO was founded in 1919, this is the third time that a Canadian has been honoured by election to the chairmanship.

Dr. Haythorne succeeds Mexican Under Secretary for Foreign Affairs Emilio Calderon Puig. Employers' Vice-President Pierre Waline (France) and Workers' Vice-President Jean Mori (Switzerland) were re-elected to their present posts.

The Governing Body decided on two measures in pursuance of the Declaration concerning the policy of *apartheid* of the Republic of South Africa, adopted by the International Labour Conference in July (see preceding story).

It decided, as empowered by the ILO Constitution, to request the Government of the Republic of South Africa to supply annual reports on the position of its law and practice with regard to ILO Conventions and Recommendations dealing with freedom of association, penal sanctions, the abolition of forced labour and the elimination of discrimination in employment and occupation.

The Governing Body furthermore requested the Director-General to submit to the Conference at its subsequent sessions a special report bearing on the application of the Declaration and including any necessary recommendations concerning any measures which should be adopted with a view to bringing to an end the policy of *apartheid* in the Republic of South Africa.

Up to the time of the 159th Session of the ILO Governing Body, 44 countries had made or promised contributions to the Endowment Fund of the International Institute for Labour Studies. A Canadian contribution of $250,000 was announced by the Minister of Labour in an address to the 48th International Labour Conference (see page 687).

Other recent contributions include:

—from the Government of Burma, $2,000

—from the Government of Ivory Coast, $12,000

—from the Government of Portugal, $300,000

—from the Government of Lebanon, $2,000.

The Contribution from the Portuguese Government is one that was promised in June 1962.

Early last year, the Ford Foundation of the United States announced a grant of $200,000 to the Institute. The grant was to cover a two-year period, and was to be used to enable the Institute "to hold additional international training courses, and to conduct special research on labour-management problems in developing countries."

Up to the middle of June, contributions pledged toward the financing of the International Centre for Advanced Vocational and Technical Training at Turin included one from the Italian Government of about $7,177,000 in 10 annual payments of $717,000, payable on January 1 of each year from the start of operations on January 1, 1965. The Italian Government has also promised to pay for a number of fellowships, and will contribute approximately $105,000 for this purpose in 1965.

Other recent contributions to the Centre include:

from the French Government, about $204,000 a year for four years from January 1, 1965;

—from the Belgian Government, the equivalent of $40,000 a year for four years from January 1, 1965;

—from the Republic of Cyprus, $5,000;

—from the Republic of Jordan, $500;

—from the Government of Pakistan, $5,200 a year for four years;

—from the Government of Libya, $5,000.

Various gifts of equipment have also been pledged.

The Turin Centre will provide advanced technical and vocational training, primarily for the benefit of developing countries of Asia, Africa, Latin America and the Near and Middle East, for persons who are considered suitable for more advanced training than any they could obtain in their own countries or regions. The ILO Governing Body has authorized its opening three months after receipt of funds equivalent to half the amount needed for the first year's operations, and of assurances of funds necessary for at least the first four years.

Conference on Employment Problems of Automation and Advanced Technology

A Conference on Employment Problems of Automation and Advanced Technology organized by the ILO's International Institute for Labour Studies was held in Geneva from July 19 to 24. It attracted participants from 20 nations.

The conference examined the impact of automation and advanced technology on employment, education and training, management and industrial relations. It was financed by the American and British Foundations on Automation and Employment within the framework of the study and research program of the International Institute for Labour Studies.

The purpose of the Conference was to explore some of the social and economic problems raised by rapid technological change, to promote the study of these problems and to permit an exchange of views among scholars and specialists.

It brought together about 80 university scholars and specialists drawn from labour, management and governments with an interest in, and expert knowledge of the economic and social impact of technological change.

Lord Robens, Chairman of the United Kingdom National Coal Board and Deputy Chairman of the British Foundation on Automation and Employment, and Jean Mori, Worker Vice-President of the ILO Governing Body and Secretary, Swiss Federation of Trade Unions, addressed the closing session.

Lord Robens said that the U.K. National Coal Board had reduced its labour force from 680,000 workers to 490,000 in five years "with far fewer labour disputes—at a critical period in the history of the industry—than during the preceding five years" and with the co-operation of the workers, thanks to the NCB's policy in dealing with labour problems arising from technological change.

He said that management must make a major effort to provide workers displaced by technological change with suitable alternative employment through retraining and relocation, as well as through understanding of the personal problems, such as moving house and changing their children's schools.

"This," he said, "is to win the co-operation of workers by showing them that technological change does not mean they are working themselves out of a job but into a new—often more remunerative—posts".

Lord Robens said unions should assist by organizing workers' education courses to explain that only modernizing techniques can ensure constantly rising standards of living.

Governments, he said, should ensure that management and labour are performing these tasks adequately, while studying the problems of better education for an age of advanced technology to eliminate the unskilled workers "for whom there is no longer any place in a modern society."

Mr. Mori gave a number of reasons why workers attach a very great importance to the problems arising from automation and scientific and technical progress in general.

"Labour unions throughout the world," he said, "are deeply concerned by the new situations arising from automation." He added that although the unions understand the enormous opportunities opened up by scientific and technical progress, it was quite natural that they should insist on a progressive implementation of the new methods of production and upon previous consultation with the labour unions.

"It is also quite understandable," he said, "that they insist on an equitable distribution of the new riches among all those who help to produce them, by means of a reduction of prices to consumers, improvement in the standard of living and in social benefits."

TEAMWORK in INDUSTRY

Science is leading sociology in a race for the future, and labour and management must work together to keep up with both, says George V. Haythorne, Deputy Minister of Labour. "If labour and management form a bond of unity they will be ready to take advantage of changing times," he told more than 400 delegates who attended the recent Labour-Management Conference in Calgary.

On the subject of labour-management problems today, Dr. Haythorne acknowledged that they are numerous and diverse. He revealed, however, that whenever conferences have been held to discuss these problems, four major conclusions have invariably been reached:

—greater co-operation is essential in the face of industrial development and advance;

—mutual trust must be developed;

—labour and management must meet at regular intervals;

—unions must be respected by management and management understood and accepted by unions.

* * *

Speaking at Medicine Hat, federal Assistant Deputy Minister of Labour Gordon G. Cushing said: "The record of co-operation between labour and management since World War II is good but there is room for improvement."

Canadian labour and management have come to realize the need for increased co-operation because of the changing economic conditions, Mr. Cushing continued. Because of increased productivity, other nations have cut into both the export and domestic markets of Canadian companies and both groups now realize that co-operation is needed if Canada is to produce more efficiently. And because Canada is a trading nation, the drop in exports has resulted in both reduced business and a rise in unemployment.

To illustrate how labour-management co-operation has increased in Canada, Mr. Cushing reported that from 1958 to 1963 time lost through strikes and lockouts was cut by more than half, despite the fact that the number of non-agricultural workers was steadily increasing. During that time, he said, the number of joint committees in business and industry rose from 1,300 to 1,800.

* * *

Service industries interested in operating a "really successful" labour-management committee should set up specific projects so that employees have a visible target to shoot at, says John Dingle, supervisor of personnel and public relations at Moncton Hospital, Moncton, N.B. He recommended the procedure especially for committees faltering through lost momentum.

Two years ago, Mr. Dingle revealed, Moncton Hospital's LMC spearheaded formation of an employee credit union. The committee's initiative and enthusiasm rapidly attracted the support of the staff, and today the union is thriving. At last report, it had more than 280 members, $4,700 in savings and $2,300 out in loans to employees.

Recently the committee turned its attention to promoting safety through the introduction of classes in accident prevention. Working in conjunction with the New Brunswick Accident Prevention Council, the committee has succeeded in rousing "a new, keen interest in hospital employee safety."

As for future "special" projects, the labour-management committee has completed a study of the possibility of organizing an employee counselling service. An employee fire prevention program is also planned.

Employee representatives on the LMC are members of Local 720, Canadian Union of Public Employees.

* * *

Dr. J. Lorne Gray, President of Atomic Energy of Canada Limited, told delegates to the company's first labour-management conference in Chalk River, Ont., that in our modern highly competitive world it is essential for labour and management to understand each other's responsibilities, problems and points of view. "Co-operation between us is also essential if we are both to survive and keep our place in the sun," he said.

Dr. Gray sounded the communications aim of the conference in his welcoming address when he declared: "We feel, also, that we should make a greater effort to show you what we are doing, and to tell you something of our objectives and plans."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for four days during June. The Board issued ten certificates designating bargaining agents and rejected one application for certification. During the month the Board received eight applications for certification and allowed the withdrawal of three such applications.

Applications for Certification Granted

1. General Truck Drivers Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Liquid Cargo Lines Limited, Clarkson, Ont. (L.G., July, p. 573). W. A. Presswood, an employee of the company, had intervened.

2. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Trans-World Chartering Limited, Montreal, Que. (L.G., July, p. 573). Local 13946, District 50, United Mine Workers of America had intervened.

3. International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Chandler Local No. 455, on behalf of a unit of longshoremen employed in the stevedoring operations of the Gaspesia Pulp and Paper Co. Ltd. at Chandler, Que. (L.G., June, p. 495).

4. United Packinghouse, Food and Allied Workers, Local 1145, on behalf of a unit of employees of Maple Leaf Mills Limited employed at Calgary, Alta. (L.G., July, p. 574).

5. Association of Canadian Television and Radio Artists on behalf of a unit of employees of the Canadian Marconi Company in its Broadcasting Division, Television Station CFCF-TV, and Radio Station CFCF, employed as staff announcer, staff performer and newscaster/writer (L.G., July, p. 574). The National Association of Broadcast Employees and Technicians had intervened.

6. Brotherhood of Railroad Trainmen on behalf of a unit of yard conductors and yard brakemen employed by The Shawinigan Falls Terminal Railway Company, Shawinigan, Que. (L.G., July, p. 574). The Brotherhood of Railway Running Trades Union had intervened.

7. Brotherhood of Locomotive Engineers on behalf of a unit of locomotive engineers and helpers employed by The Shawinigan Falls Terminal Railway Company, Shawinigan, Que. (L.G., July, p. 574). The Brotherhood of Railway Running Trades Union had intervened.

8. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of office employees employed by the Canada Steamship Lines Limited in its offices at Windsor, Ont. (L.G., July, p. 575).

9. Canadian Maritime Union on behalf of a unit of unlicensed personnel employed aboard vessels owned and operated by Lakeland Tankers Ltd., Toronto, Ont. (application received during month).

10. Teamsters, Chauffeurs, Warehousemen and Helpers Local Union No. 880 and General Drivers, Warehousemen and Helpers Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of checkers, drivers, dockmen and driver-dockmen employed by the Canadian Great Western Express Ltd. at its terminals in Winnipeg, Man., and Windsor, Ont. (application received during month).

Application for Certification Rejected

Brotherhood of Railway Running Trades Union, applicant; The Shawinigan Falls Terminal Railway Company, Shawinigan, Que., respondent; Brotherhood of Railroad Trainmen, intervener; and Brotherhood of Locomotive Engineers, intervener (L.G., July, p. 574). The application was rejected for the reason that the applicant organization was not prepared to proceed with and press the application for certification.

Applications for Certification Received

1. Canadian Maritime Union on behalf of a unit of unlicensed personnel employed aboard vessels owned and operated by Lakeland Tankers Ltd., Toronto, Ont. (See applications for certification granted, above).

2. Teamsters, Chauffeurs, Warehousemen and Helpers Local Union No. 880 and General Drivers, Warehousemen and

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Helpers Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of checkers, drivers, dockmen and driver-dockman employed by the Canadian Great Western Express Ltd. at its terminals in Winnipeg, Man., and Windsor, Ont. (see "Applications for Certification Granted," above).

3. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers Local 938, General Truck Drivers of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees at the Sault Ste. Marie Terminal of Lakehead Freightways Ltd., Port Arthur, Ont. (Investigating Officer: A. B. Whitfield). (See "Applications for Certification Withdrawn," below).

4. National Syndicate of Employees of Quebec Harbour, CNTU, on behalf of a unit of employees in the general operations, maintenance and cold storage of the National Harbours Board, Quebec, Que. (Investigating Officer: Miss M.-P. Bigras).

5. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of marine engineers employed by Berven Enterprises Ltd., Burnaby, B.C. (Investigating Officer: G. H. Purvis). (see "Applications for Certification Withdrawn," below).

6. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of The St. Lawrence Seaway Authority employed on the twinning project, Welland Canal. (Investigating Officers: G. A. Lane and G. E. Plant).

7. International Alliance of Theatrical Stage Employees, Local 878, on behalf of a unit of employees of the Canadian Broadcasting Corporation employed in the province of Quebec.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

8. Truckers, Cartagemen and Building Material Employees, Local Union No. 362, on behalf of a unit of employees employed in Alberta by Reimer Express Lines Limited, Winnipeg, Man. (Investigating Officer: G. H. Purvis).

Applications for Certification Withdrawn

1. Local 501, International Longshoremen's and Warehousemen's Union, Canadian Area, applicant, and the National Harbours Board, Vancouver, B.C., respondent (L.G., April, p. 288).

2. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers Local 938, General Truck Drivers of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and employees at the Sault Ste. Marie Terminal of Lakehead Freightways Ltd., Port Arthur, Ont., respondent (application received during month).

3. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Berven Enterprises Ltd., Burnaby, B.C., respondent (marine engineers). (Application received during month).

Conciliation and Other Proceedings before the Minister of Labour

During June, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Western Manitoba Broadcasters Ltd., Brandon, and Association of Radio and Television Employees of Canada (Conciliation Officer: J. S. Gunn).

2. United Keno Hill Mines Limited, Elsa, Y.T., and Local 924 of the International Union of Mine, Mill and Smelter Workers (Canada) (Conciliation Officer: D. S. Tysoe).

3. CJMS Radio Montreal Limitee and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

4. Radio Laurentides Inc., Saint-Jerome, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

5. Clarke Steamship Company Limited, Terminus Maritime Inc. and United Steelworkers of America, Local 5197 (Conciliation Officer: C. E. Poirier).

6. Cronkwright Transport Limited, Simcoe, Ont. and Local 879 of the International Brotherhood of Teamsters (Conciliation Officer: T. B. McRae).

7. Motor Transport Industrial Relations Bureau, representing certain companies within federal jurisdiction, and Local 880 of the International Brotherhood of Teamsters (Conciliation Officer: T. B. McRae).

8. Colonial Broadcasting Limited, St. John's, Nfld., and National Association of Broadcast Employees and Technicians (Conciliation Officer: W. J. Gillies).

9. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: G. R. Currie).

10. Canadian Lake Carriers Negotiating Committee (26 companies) and Seafarers' International Union of Canada (unlicensed personnel) (Conciliation Officers: C. E. Poirier and T. B. McRae).

11. Canadian Lake Carriers Negotiating Committee (23 companies) and Seafarers' International Union of Canada (licensed division) (Conciliation Officers: C. E. Poirier and T. B. McRae).

Settlements by Conciliation Officers

1. British Overseas Airways Corp., Montreal, and United Automobile, Aerospace and Agricultural Implement Workers of America (Conciliation Officer: C. E. Poirier) (L.G., June, p. 495).

2. Vancouver Barge Transportation Limited and International Longshoremen's and Warehousemen's Union (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 495).

Conciliation Board Appointed

North-American Elevators Limited and Syndicat Catholique et National des Debardeurs de Sorel Inc. (L.G., April, p. 289).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in May to deal with a dispute between Maple Leaf Broadcasting Company Limited (Radio Station CHML, Hamilton) and National Association of Broadcast Employees and Technicians (L.G., July, p. 576) was fully constituted in June with the appointment of T. G. O'Connor of Toronto as Chairman. Mr. O'Connor was appointed by the Minister on the

joint recommendation of the other two members of the Board, F. G. Hamilton of Toronto and William F. Scandlan of Hamilton, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in May to deal with a dispute between Federal Electric Corporation, Paramus, N.J., (Dewline operations in Canada) and Local 2085 of the International Brotherhood of Electrical Workers (L.G., July, p. 576) was fully constituted in June with the appointment of Roy A. Gallagher of Winnipeg as Chairman. Mr. Gallagher was appointed by the Minister on the joint recommendation of the other two members of the Board, Richard E. Noonan and Leonard Stevens, both of Winnipeg, nominees of the company and union, respectively.

Conciliation Board Reports Received

1. Northwest Shipping (1962) Co. Ltd. and Northland Shipping (1962) Co. Ltd., Vancouver, and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., July, p. 576). The text of the report is reproduced below.

2. Asbestos-Eastern Transport Inc., Asbestos, Que., and Locals 106 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., April, p. 289).

3. Central Truck Lines Limited, Val d'Or, Que., and Locals 938 and 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. (L.G., March, p. 216).

Board Report of Settlement Received

Central Truck Lines, Ltd., Val d'Or, Que., and Locals 938 and 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., March, p. 216).

Strike Action after Board Procedure

Asbestos-Eastern Transport Inc., Asbestos, Que., and locals 106 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (see above). Stoppage of work occurred June 15.

Appointment of Industrial Inquiry Commission

Newfoundland Employers Association Limited, St. John's, Nfld., and The Longshoremen's Protective Union (Stoppage of work occurred April 24; work resumed June 13; Judge A. H. MacKinnon appointed Industrial Inquiry Commission on June 18).

Report of Board in Dispute between

Northwest Shipping (1962) Co. Ltd. and Northland Shipping (1962) Co. Ltd.
and
Canadian Brotherhood of Railway, Transport and General Workers

Findings and Recommendations

The present collective agreement shall be renewed with incorporation of the following changes:

1. The new agreement shall be effective from January 1, 1964 until February 28, 1966.

2. The existing B.C. Towboat Industry Standard Welfare Plan shall be instituted as soon as possible after the signing of the collective agreement.

3. The parties shall agree upon the details of a Minimum Manning Scale which shall be incorporated into the collective agreement.

4. Article 2. Section 12. Working Cargo—Subsection (b) shall be revised to read as follows:

"When the crew are required to do work regularly done by longshoremen in the ports of Vancouver or Prince Rupert, they shall receive longshore rates of pay with a

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During June, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Northwest Shipping (1962) Co. Ltd. and Northland Shipping (1962) Co. Ltd., Vancouver, and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers.

The Board was under the chairmanship of J. C. Ross of Vancouver. He was appointed by the Minister on the joint recommendation of the other two members, R. A. Mahoney of Vancouver and R. C. Smith of North Surrey, nominees of the companies and union, respectively.

The report of the chairman and Mr. Mahoney, constitutes the report of the Board. The minority report was submitted by Mr. Smith. The text of the majority and minority reports are reproduced here.

minimum of one hour and thereafter time to be computed in one-half hour periods."

5. Article 2. Section 4. Meal Hours—Relieving for Meals—shall be revised to read as follows:

"(a) The meal hours for the unlicensed personnel covered by this agreement shall be as follows:

Breakfast ..... 7:30 a.m. to 8:30 a.m.
Dinner ..... 11:30 a.m. to 12:30 p.m.
Supper ..... 5:00 p.m. to 6:00 p.m.

(b) These hours may be varied, but such variation shall not exceed one (1) hour either way provided that one (1) unbroken hour shall be allowed at all times for dinner and supper when the vessel is in port.

(c) In all cases if one (1) unbroken hour is not given a one-hour meal period shall be dealt with as follows:

i. Three dollars ($3.00) shall be paid for the meal period.

ii. At all times the meal period shall include at least one-half hour for the employee to eat his meal.

(d) At sea the four (4) to eight (8) watch shall relieve itself for supper.

(e) The twelve (12) to four (4) watch on sailing day is to be knocked off at 11:00 a.m. in order to eat at 11:30 a.m. and to be ready to go on watch at 12:00 noon.

6. Article 2. Section 8. Laid-up Ships—Subsection (b) shall be revised to read: "Wage on laid-up ships shall be $2.25 per hour."

7. Article 2. Section 15. Marine Disaster—shall be revised to read as follows:

"In case of shipwreck or disaster necessitating the abandoning of the ship, the crew shall be paid all wages as well as subsistence and provided with such suitable passenger accommodation as may be available back to port of Vancouver, B.C. In the event of loss of clothing the crew shall receive compensation in a sum not to exceed four hundred ($400.00) dollars."

8. Article 1. Section 29. Call Back for Shifting Ships—shall be revised to read as follows:

"(a) When vessel is in port and watches are broken and men are called back to work after 5:00 p.m. or before 6:00 a.m., or on Saturday, Sunday or Holidays, for the purpose of shifting ship, a minimum of four (4) hours' overtime shall be paid for each call, except when men are knocked off for a period one (1) hour or less, in which case time shall be continuous.

(b) When men are called back to work between 6:00 a.m. and 8:00 a.m. for the purpose of shifting ship a minimum of two (2) hours' overtime shall be paid for each call, except when men are knocked off for a period of one (1) hour or less, in which case time shall be continuous."

9. Article 3. Wages and Overtime Rates—shall be revised to incorporate the following increases:

Effective Jan. 1, 1964—$6.00 per month
Effective Aug. 1, 1964—$6.00 per month
Effective Feb. 1, 1965—$6.00 per month
Effective Aug. 1, 1965—$6.00 per month

Dated at Vancouver, B.C., this 11th day of June, 1964.

(*Sgd.*) J. C. Ross,
Chairman.

(*Sgd.*) R. A. Mahoney,
Member.

MINORITY REPORT

It has not been possible for me to reach agreement on a majority report with the other two members (Mr. J. C. Ross, chairman, and Mr. R. A. Mahoney, member) of the Board of Conciliation involving the above dispute. It is their contention that the settlement reached between Northland Shipping and the Seafarers' International Union on Tuesday, May 26 has set a pattern for the settlement of this dispute and the Board has no alternative but to recommend same. This I do not agree with. Many other settlements have been made in the past twelve months which may be used as patterns in determining what is a fair and equitable settlement of this dispute, including the settlement between the longshoremen and the Wharf Operators Association of which this company was a party. I respectfully submit the following as my minority recommendations:

1. Term of Agreement: 2 years from January 1, 1964.

2. Wages: Effective January 1, $10.00 (Ten Dollars) per month
Effective July 1, 1964—$10.00 (Ten Dollars) per month
Effective January 1, 1965—$20.00 (Twenty Dollars) per month.
Increase applicable to all rates.

Note: This represents an increase of 23 cents an hour over a period of two years. This would bring the Able Seamen's hourly base rate to $2.07 which; in my estimation, is far from being an unreasonable figure.

3. Overtime: Rate to be based on time and one half the basic rate.

4. Cargo Rate: To be increased to $1.25 per hour and also to be applied to the handling of passenger baggage, passenger cars, express and lashing cargo.

Note: This will give the seaman a rate which is closer to the rate received by longshoremen for the same work for the same company.

5. Safety: Clause (d) to read: "No windlass in motion to be left unattended".

NOTE: This is a safety precaution which is standard in any industry to my knowledge, in regard to attending machines while in operation and should be indisputable.

Clause (e) to read: "When required to work cargo, the principle of one man for each job to be observed. No cargo work to be performed around open hatches."

NOTE: I agree with the principle that at least one man for each job is necessary. Also, it is a standard safety practice that no cargo work be performed around open hatches. If a man trips around an open hatch the danger of him falling below is too great not to warrant the few minutes it takes to cover up a hatch.

6. Welfare Plan: Existing towboat welfare plan to be instituted.

NOTE: In the companies' presentation (verbal) before the Board the statement was made that this could be agreed to.

7. Manning Scale: To be incorporated into the Agreement covering vessels under this Agreement.

NOTE: This is a standard provision in agreements covering other ships of the parent company and the companies' representative indicated before the Board that this could be agreed to.

8. Meal Hours: Delete the words "for dinner and supper" in sub-section (b) of the current clause in the Agreement and revise the clause further to provide that the man will receive a minimum of one (1) hour at the overtime rate plus whatever time he works if a meal hour is broken.

NOTE: A meal period of at least one hour is standard in most industries for many reasons, including health reasons, and if a man is required to work during or through a meal hour a penalty rate is warranted.

9. Night Meals: Clause to remain the same.

10. Call Outs: Crew members, when required to work overtime, shall be given thirty (30) minutes call; overtime to commence from time of call if crew member reports for duty within thirty (30) minutes.

11. Annual Vacations: To remain the same.

Respectfully submitted

(*Sgd.*) ROY C. SMITH,
Member.

Report of Board in Dispute between

Asbestos-Eastern Transport Inc.
and
International Brotherhood of Teamsters

On the recommendation of Messrs. Camille Archambault and Reuben Spector, who had been appointed members of the Board of Conciliation and Investigation in the above matter, on the recommendation of the employer and the employees respectively, Mr. Justice Roger Ouimet, of the Superior Court, was appointed Chairman and third member of the said Board, on February 24, 1964.

In his letter to the Director of Industrial Relations, Department of Labour, dated February 21, 1964, Mr. Reuben Spector had advised the Department that it would not be possible for him to act prior to March 12.

The Chairman was advised of his nomination on the 4th of March, 1964.

The first public sitting was held in the Department of Labour's office at Montreal, on April 7, 1964, and, at the beginning, it appeared that the parties were at loggerheads; but they finally agreed that they would meet on Thursday and Friday, April 16 and 17, discuss their differences, and report to the Board on or before April 27, when the Board would hold another sitting.

They filed a joint statement agreeing to the above and to the extension of the Board's mandate to May 14, 1964, which extension was confirmed by the Minister on April 9.

At the second public sitting, held in Mr. Reuben Spector's office on April 27, the two (2) draft agreements submitted by the union were put before the Board, to-

During June, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Asbestos-Eastern Transport Inc. and Locals 106 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The Board was under the chairmanship of Hon. Mr. Justice Roger Ouimet of Montreal. He was appointed by the Minister on the joint recommendation of the other two members, Camille Archambault and Reuben Spector, both of Montreal, nominees of the company and union, respectively.

The report of the Chairman and Mr. Spector constitutes the report of the Board. The text of the majority report is reproduced here.

gether with a third proposition drafted by Me Jean Massicotte on behalf of the employer.

After much haggling, which nearly ended in a deadlock, it was finally agreed that the company would accept the union's security clause, with such amendments as the local situation might warrant.

The Chairman suggested to the parties that the three (3) proposals be set forth in a table of concordance, so that corresponding articles should be studied together, and that those most suitable to the parties, having been either amended or accepted *in toto,* form part of a final draft agreement to be submitted to the Board on May 7.

This was concurred in and the attorney for the union undertook the task of having the three (3) documents photographed side by side in a logical sequence, after which the parties would meet again and try to thresh out their differences.

At a sitting which lasted all day on May 7, Exhibit "D" was filed by the union and served as a working sheet.

It is to be noted that, by consent of the parties, after the unavoidable departure of the two (2) other members of the Board, who had appointments elsewhere, the Chairman presided over a further "unofficial" hour-long sitting of conciliation, which seemed to be promising.

This permitted the Chairman to report to the Director of Industrial Relations on May 8, 1964, that much progress seemed to have been accomplished "if one were to take the parties' conciliatory attitude at their face value."

A further extension to June 1 was then sought and obtained from the Minister.

The parties met again on the 19th and 20th of May, and reported to the Board on Friday afternoon, May 22.

The employer's appointee, Mr. Camille Archambault, having advised the Board that he could not sit on the 22nd, because of a pre-arranged trip to Europe, it was agreed that the union's appointee, Me Reuben Spector, Q.C., and the Chairman would sit together under the provisions of Section 32(4) of the Act.

At the sitting held on May 22, 1964, the union filed into the record Exhibit "E", which included thirteen (13) articles gleaned from the table of concordance above mentioned and apparently assented to.

However, it soon became obvious that the parties were not even in accord concerning all of said thirteen (13) articles. It appeared that what the employer had "conceded" during prior meetings, it was not ready now to implement *in toto.* So that, after some two (2) hours of claims and counter-claims, the members of the Board felt that further sittings would prove to be useless for the following reasons:

In the Chairman's opinion, the attitudes of both parties are irreconcilable, at the present time anyway. Many factors contribute to this situation, namely:

1. Asbestos Transport is a family-owned concern, with a president who has built it from scratch. He is getting on in years and, after a bitter fight to try to prevent the union from being certified, there is every reason to believe that he still wants to play for time with a hope that he may break the back of the local union. He has been most vehement in affirming the so-called *rights of management,* and his attorney has expressed, as gospel truth, the principle that management has *inalienable rights* such as those of establishing new rates without prior consultation of the union and without negotiating the said rates. There was also a very enlightening discussion as to the *right* of management *to impose* a code of rules and regulations governing the actions of all employees without negotiating with the union, and certainly without making this "Code" a part and parcel of the proposed labour agreement. "Paternalism" still seems a by-word in this company.

2. Although the presidents of the locals at Asbestos are French-speaking, all other negotiating officers, who are from Ontario, do not understand or speak French. Indeed, for that reason, most of the negotiations and discussions before the Board had to be conducted in English. This might have been an added cause of friction.

Moreover, the evident wish of the union officials to obtain a contract along similar lines to those of Exhibit "A" with a company the great majority of whose employees reside and work in the Province of Quebec, proved to be a stumbling block at the beginning, although there was no doubt that the union relented and adopted a much more conciliatory attitude at the second sitting.

The Board expresses the wish that, in the very near future, international unions, such as the Teamsters, will see fit to train their members so that whenever necessary the negotiating of their contracts may be carried on in both languages and the wording of their clauses be more closely linked with local usage and phraseology.

For all these reasons, therefore, the Chairman and the union's appointee wish to report that, in their considered opinion, no progress may be accomplished by any further sittings of the Board.

The company's nominee could not be advised of the present report due to his absence in Europe, but he may want to make his own recommendations when he comes back, on or about June 4 next.

It is not felt necessary, however, to move for a further extension of time under Section 35 of the Act.

The whole respectfully submitted.

Montreal, this 28th day of May, 1964.

(*Sgd.*) ROGER OUIMET,
Chairman.

(*Sgd.*) REUBEN SPECTOR,
Member.

Report of Board in Dispute between

Central Truck Lines Limited

and

International Brotherhood of Teamsters

The Board met at the Chateau Laurier Hotel, Ottawa, Ont., on Saturday, May 30, 1964, prepared to consider the matters reported by a conciliation officer of the Department of Labour of Canada to be still in dispute between the parties, namely:

1. Wages for hourly rated employees.
2. Overtime for the employees working in Northern Quebec and Northern Ontario.
3. Pension fund for the employees in Toronto.
4. Duration of the agreement.

It was, however, announced that the parties had amicably composed their differences and had entered into a Memorandum of Settlement, which is set forth hereunder:

In addition to the points agreed to in negotiations between the above-mentioned parties, the union agrees to recommend the following rates as a proposed contract between Local 938 and Central Truck Lines Ltd.

Toronto and Sudbury

November 1, 1963—1.92
November 1, 1964—1.97
November 1, 1965—2.03

Val d'Or, Kirkland Lake, and Rouyn

November 1, 1963—1.72
November 1, 1964—1.82
November 1, 1965—1.87
June 1, 1966—1.94

North Bay

November 1, 1963—1.77
November 1, 1964—1.87
November 1, 1965—1.94

Maintenance-Skilled

November 1, 1963—2.04
November 1, 1964—2.14
November 1, 1965—2.22

Equal increases amounting to 30¢ for unskilled and semi-skilled groups.

Highway

November 1, 1963—7.15 per mile
November 1, 1964—7.25 per mile

Hourly Rates for Highway Drivers

November 1, 1963—1.89
November 1, 1964—1.95
November 1, 1965—1.97

Term of Agreement—November 1, 1963 until October 31, 1966.

Applicable date of contract March 29, 1964.

Retroactive pay will be paid to all employees who were employed by the company between November 1, 1963 and March 29 1964.

The Board was advised that the trade union had ratified the actions of its officers in approving this settlement.

The Board wishes to congratulate Mr. Roger L. Fournier, Conciliation Officer of the Department of Labour of Canada, for his excellent work in bringing the parties together and narrowing the issues between them, and the parties for the conciliatory and co-operative attitude which they displayed in arriving at a sensible and far-sighted agreement.

All of which is respectfully submitted.

(*Sgd.*) R. W. REVILLE,
Chairman.

(*Sgd.*) G. GUERIN,
Member.

(*Sgd.*) PAUL SIREN,
Member.

Dated at the City of Brantford, Ontario, this 25th day of June 1964.

During June, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Central Truck Lines Limited, Val d'Or, Que., and Locals 938 and 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The Board was under the chairmanship of His Honour Judge R. W. Reville, Brantford, Ont. He was appointed by the Minister on the joint recommendation of the other two members, Guy Guerin, Montreal, and Paul Siren, Toronto, nominees of the company and union, respectively.

The report is reproduced here.

Legal Decisions Affecting Labour

In British Columbia, Appeal Court upholds arbitration award, Supreme Court rules that picketing of "taxi zones" is legal

In British Columbia, the Court of Appeal ruled that a decision of an arbitration board under collective agreement could not be set aside for an alleged error of law on the face of the award. The board had decided that a nurse was properly and lawfully discharged for reporting for duty under the influence of alcohol.

The Court held that some documents, which formed part of the evidence before the arbitration board and on the contents of which the alleged error of law was claimed, were not incorporated in the award. Consequently, the Court had no power to consider them, on the principle that it is not open to the Court to examine the evidence submitted to an arbitration board.

In another British Columbia decision, the Supreme Court refused an injunction to prevent picketing by employees of a taxi company who were on legal strike of taxi zones assigned by the City of Vancouver for the exclusive use of taxis, on the ground that such zones or stands where the company's taxis were usually stationed to pick up passengers were, in addition to the company's dispatch office, "places of operations" within the permissive terms of Section 3(1) of the British Columbia Trade-unions Act.

British Columbia Court of Appeal . . .

. . . finding no error on face of arbitration award, dismisses application to set aside

On January 28, 1964, the British Columbia Court of Appeal dismissed an appeal from the judgment of Mr. Justice Lord and upheld the decision of an arbitration board established under a collective agreement. The Court of Appeal ruled that there was no error of law on the face of the award to justify interference with it and, since there was evidence to support the award, it was not open to the Court to weigh such evidence.

The allegation of error of law was based on certain minutes of meetings of the Hospital Board, which, while referred to in the award as having been filed for reference, were not part of the award and therefore could not be considered by the Court.

The matter arose when a nurse was discharged for cause, allegedly for reporting for duty at the Fernie Memorial Hospital under the influence of alcohol.

A collective agreement between the Registered Nurses' Association of British Columbia and the Hospital provides in Clause 6(c) that a nurse may be discharged for cause without notice or pay in lieu thereof and any dispute between such nurse and the employer occasioned by such discharge shall first be considered as provided in Clause 15(a) and, if not resolved, the dispute may be referred to a board of arbitration. Clause 15(b) provides that the decision of the majority of the board of arbitration is final and binding on both parties.

In due course, the dispute was submitted to the arbitration board. The issue before the board was whether the nurse was properly and lawfully discharged under the terms of the collective agreement. The board, on the basis of evidence presented, ruled that the nurse in question, on the night of October 17, 1962 reported for duty under the influence of alcohol and therefore the hospital board did properly and lawfully discharge her according to Clause 6 of the collective agreement.

The ruling of the arbitration board had been challenged in court and, when Mr. Justice Lord dismissed the application to set aside the award, his ruling was appealed.

In the Court of Appeal, Mr. Justice Tysoe did not find any apparent error in law on the face of the award, or on some document which formed part of the award, that might have justified the setting aside of the award. He referred to *A.-G. Man. v. Kelly*, 62 D.L.R. 370 where, at page 384, the general rule regarding the revision of arbitration awards was stated as follows:

> In a submission, in which the parties have agreed that the decision of the umpire, on the matters referred to him, shall be final, the Courts will not inquire whether the conclusion of the umpire on the matters referred to him is right or wrong unless an error appears on the face of the award, or on some document so closely connected with it that it must be regarded as part of his award, or unless the umpire himself states that he has made a mistake of law or fact, leaving it to the Court to review his decision.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

In *Champsey Bhara & Co. v. Jivraj Balloo Spinning & Weaving Co.*, (1923) A.C. 480, Lord Dunedin described the meaning of an error in law on the face of the award in the following way:

> An error in law on the face of the award means . . . that you can find in the award or a document actually incorporated thereto, as for instance a note appended by the arbitrator stating the reasons for his judgment, some legal proposition which is the basis of the award and which you can then say is erroneous . . .

Counsel for the nurse contended that the minutes of four meetings of the hospital board were incorporated by reference in the arbitration award and must be regarded as part of the award, and so may and should be looked at by the Court for the purpose of determining whether there is error in law made by the arbitrators.

The documents were listed in the following paragraph in the award:

> Documents consisting of Terms of Reference; Working Agreements; Minutes of Meetings of October 24th, 30th and of November 5th and 19th; Letters of correspondence; copy of Petition, were received as exhibits and filed for reference.

In Mr. Justice Tysoe's opinion, none of the documents referred to were by this paragraph incorporated in and made part of the award so as to enable the Court to look at them to determine whether an error in law was made. The paragraph indicates no more than, as it says, that the particular documents "were received as exhibits and filed for reference."

Counsel for the nurse contended also that the minutes of the four meetings of the hospital board referred to above showed that the hospital board, upon being notified of certain alleged misconduct on the part of the nurse, first suspended her and later reinstated her in her employment, and it was submitted that the Hospital had thereby "condoned" the misconduct. Further, it was argued that the discharge was based on the same alleged misconduct that had been "condoned".

Consequently, the nurse was not "properly and lawfully discharged" and the arbitrators erred in law in finding that the hospital board did in fact properly and lawfully discharge the nurse pursuant to Clause 6 of the collective agreement.

Mr. Justice Tysoe ruled that he was unable to determine the validity of this argument without looking at the minutes of the four meetings of the hospital board and this the Court could not do because the minutes in question were not incorporated in the award. He added that it was not within the power of the Court to consider and weigh the evidence that was before the arbitrators and to form the Court's own judgment as to whether it was sufficient evidence to establish condonation and waiver by the hospital board of the right to discharge the nurse. The arbitrators had before them other evidence besides that of the minutes of the four meetings of the hospital board and such other evidence was not contained in the material before the Court.

The Court dismissed the appeal on the ground that there was nothing on the face of the award showing error in law. *Duthie v. Fernie Memorial Hospital Society*, (1964) 43 D.L.R. (2d), Part 6, p. 477.

British Columbia Supreme Court . . .

. . . refuses injunction, rules taxi zones are "place of operation" subject to picketing

On January 28, 1964, Mr. Justice Maclean of the British Columbia Supreme Court refused injunction that would prevent picketing at taxi zones by the employees of a taxi company who were on legal strike. He held that not only the company's dispatch office but also taxi zones where the employer's cars are habitually stationed to pick up passengers are "places of operations" within the permissive terms of S. 3(1) of the B.C. Trade-unions Act.

The employees of B.C. Radio Cabs Ltd. were engaged in a legal strike and resorted to picketing. The company sought to enjoin the union from picketing "at any place other than at 153 East Cordova Street, in the City of Vancouver," which is the dispatching office of the company. The union had since the start of the strike maintained picket lines at some taxi stands or zones in the city in which the company had parked its taxis and from which it picked up its customers.

The city had set aside a number of parking places for the exclusive use of taxis. By a "gentlemen's agreement" between the taxi operators, certain taxi companies had been given a preference of sorts in various of these taxi zones. The company in question had a preference in four of these taxi zones.

Since the strike began, this arrangement had been terminated, but it appeared from the evidence that the company continued to wait and pick up passengers at the four zones in question and possibly at other zones in the city. It was conceded that the company's business was for the most part concentrated in the district in which the four zones referred to above were situated.

Section 3(1) of the Trade-unions Act allows picketing in case of legal strike at "the employer's place of business, operations, or employment."

The company claimed that the taxi zones used by the company were not "place(s) of business, operations or employment" and consequently the picketing at these places should be prohibited.

It seemed to Mr. Justice Maclean that these four zones were places where the company conducted its operations or a substantial part of them, as it appeared that it was there that the company made its contracts of carriage with its customers.

Mr. Justice Maclean referred to English revenue cases where it has been held that when there is an inquiry as to where a person "exercises his trade" one of the principal *indicia* (indications) is the place where the trader makes his contracts for sales from which he derives his profits.

In the case at bar, the company's profits were not derived from contracts of sale, but from contracts of carriage. By an analogy Mr. Justice Maclean thought that it may be said that the company at bar exercises its trade or conducts its "operations" (partly at least) in the places marked out by these taxi zones, because it is there that the company meets its customers and makes its contracts to carry them for reward. Consequently, he held that the union was entitled to picket at such places.

The company referred to *Williams et al. v. Amalgamated Meat Cutters & Butcher Workmen* (L.G., Feb., p. 136), a case also under the Trade-unions Act in which Mr. Justice Aikins held that a place where a deliveryman delivered goods to his customers was not a "place of operations" and consequently could not be picketed. Mr. Justice Maclean distinguished that case from the situation at bar because of different facts involved.

The reason for decision in the *Williams* case was clearly explained when the judge stated:

> The words are: "The employer's place of... operations". The word "place" implies something rather less transitory and fortuitous than the place or street, lane or parking area selected by a driver to stop his vehicle and make a delivery. The word "operations' is in the plural and in my view implies more than a single delivery of goods.

In view of his finding that there are places aside from the dispatching office located at 153 East Cordova Street where the union is not prohibited from picketing, Mr. Justice Maclean refused the injunction. *B.C. Radio Cabs Ltd. v. Vancouver and District Taxi-Cab Drivers and Dispatchers' Union*, (1964) 43 D.L.R. (2d) Part 2, p. 191.

Recent Regulations, Federal and Provincial

British Columbia sets minimum wage for ambulance drivers, New Brunswick sets overtime rate for government construction work, and Ontario establishes Provincial Police Negotiating Committee

A new order issued by the British Columbia Board of Industrial Relations set a minimum wage of $1.50 an hour for ambulance drivers and ambulance attendants.

New regulations respecting minimum overtime rates for government construction contract work were issued under the New Brunswick Fair Wages and Hours of Labor Act.

A new Ontario regulation established a Provincial Police Negotiating Committee.

British Columbia Male Minimum Wage Act

A new order of the British Columbia Board of Industrial Relations gazetted on May 28 as B.C. Reg. 91/64 established a minimum wage of $1.50 an hour for ambulance drivers and ambulance attendants, effective June 29.

The new $1.50-an-hour rate applies in Vancouver, New Westminster and Victoria and their environs.

In line with the usual practice, a premium rate is set for overtime work. If an ambulance driver or attendant works more than 8½ hours in a day, he must be paid time and one-half his regular rate for the first 2½ hours and double time for all hours worked in excess of 11 hours in any one day. The same premium rates are also payable where part of the period on duty extends past midnight. Time and one-half must be paid for all hours worked in excess of 47 in a week.

The daily guarantee provision is similar to that in other minimum wage orders.

(Continued on page 742)

Monthly Report on Operation of the Unemployment Insurance Act

Total of claimants for benefit on May 29 down almost 21,000 from year-earlier total and down by 227,000 in month owing to termination of payment of seasonal benefit after May 16

Claimants for unemployment insurance numbered 250,054 on May 29, compared with 270,892 a year earlier.

On April 30, the total was 497,745, comprising 338,779 regular and 158,966 seasonal benefit claimants. The seasonal benefit, however, was not payable for unemployment occurring after May 16, and the May 29 total represents claimants for regular benefit only.

About one third of the claimants on May 29 were women. This was in contrast with the end of April, when women made up less than one quarter of the total. The sharp decline in the proportion of male claimants in May is associated with the seasonal pick-up in industries, such as construction, that employ mainly men.

Initial and Renewal Claims

A total of 105,182 initial and renewal claims were filed during May in contrast to 175,430 in April and 122,911 during May 1963.

More than one third of the initial claims were on behalf of persons exhausting regular benefit and requesting additional credits under the seasonal benefit provisions. Persons failing to qualify for regular benefit would not have their claim considered for seasonal benefit if the claim were filed after May 16.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in May was estimated to be 340,300, compared with 484,600 in April and 387,600 in May 1963.

Payments during the month amounted to $33,100,000, down $20,000,000 from April and $8,000,000 lower than May 1963. Part of the April-to-May decline is associated with the end of seasonal benefit on May 16.*

* In order to compensate for unemployment occurring prior to and including the week of May 10-16, seasonal benefit payments were made as usual during the week of May 17-23, and residual payments will continue to be made until all cases are cleared.

Insurance Registrations

On May 31, insurance books or contribution cards had been issued to 3,603,211 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1964.

On the same date, registered employers numbered 337,382, a decrease of 820 since April 30.

Enforcement Statistics

During May, 16,074 investigations were conducted by enforcement officers across Canada. Of these, 3,239 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 10,260 were miscellaneous investigations. The remaining 2,575 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 206 cases, 68 against employers and 138 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,600.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in May totalled $28,647,547.72, compared with $25,528,830.77 in April and $27,340,190.23 in May 1963.

Benefits paid in May totalled $33,117,216.60 compared with $52,592,485.93 in April and $41,146,623.27 in May 1963.

The *debit* balance of the Fund on May 31 was $30,658,443.93. On April 30 there was a *debit* balance of $25,863,147.97; on May 31, 1963, a *debit* balance of $37,181,721.58. The deficit in May was covered by loans from the Minister of Finance.

Seasonal Benefit

Claims considered under the seasonal benefit provisions accounted for more than 40 per cent of the initial claims processed

* These do not necessarily relate to the investigations conducted during this period.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

between December 1, 1963 and May 16, 1964, almost exactly the same percentage as during the 1962-63 benefit period. This proportion ranged from a high of 65 per cent in Newfoundland to about 37 per cent in Ontario and Alberta.

Initial claims identified as seasonal benefit totalled 318,200 this year, approximately 45,000 fewer than for one year ago. Persons qualifying for fishing benefits accounted for about 10 per cent of the cases, unchanged from one year ago. The 45,000 decline from last year occurred among persons eligible for non-fishing benefit.

The number of claimants reporting for seasonal benefit at the end of each month reached a peak of 176,800 at the end of March. On April 30, however, close to one third of claimants reporting on that date were classified as seasonal benefit. This proportion was somewhat greater than in March and reflects a relatively larger decline in regular claimants as they either exhausted their benefit and transferred to seasonal or withdrew from claimant status and returned to work.

According to a preliminary estimate, during the season just ended approximately $72,500,000 was paid under the seasonal benefit provisions, compared with $86,900,000 during the 1962-63 period.

Monthly Report on Placement Operations of the NES

More than 109,100 placements in June were reported by local offices of the National Employment Service. This was a rise of 7.5 per cent from the figure of June last year and a return to the year-to-year increase that has marked four of the six months in 1964.

Male placements during the month numbered 74,500, or 10.4 per cent more than in June a year ago. Female placements increased by 1.8 per cent to a total of 34,600. The growth was a reflection of the increase in regular placements that took place in every region in both the male and female sectors.

All regions except the Pacific recorded increased placements compared with June 1963, reflecting to some extent the two additional working days in June this year.

A decrease of some 5,000 casual placements accounted for the decrease in the monthly total of the Pacific Region. This drop in casual placements appears to have been the result of delayed agricultural operations because of unfavourable weather.

During June, placements involving the movement of workers from one local office to another amounted to 5,100, compared with 5,400 in June last year. Their proportions of total placements were also little changed—4.7 per cent and 5.3 per cent respectively.

At the mid-point of 1964, placements amounted to 538,000. This was 4.7 per cent and 5.3 per cent respectively.

At the mid-point of 1964, placements amounted to 538,000. This was 4.7 per cent above the total for the first six months in 1963 and, with the exception of 1962, the highest for the period since 1945.

Regional distribution of placements for June and for the first six months of 1964 and percentage change from the previous year were:

	June 1964		*First Six Months*	
Atlantic	8,000	+22.2	40,400	+12.2
Quebec	27,700	+ 5.3	162,200	+ 6.5
Ontario	36,400	+ 9.1	181,900	+ 0.4
Prairie	22,600	+26.0	100,000	+ 9.6
Pacific	14,400	—16.8	53,500	+ 1.0
Canada	109,100	+ 7.5	538,000	+ 4.7

Vacancies notified by employers to NES local offices during the month, 134,800 in all, were 10.9 per cent above the figure for June 1963. In the six months ended June 1964, vacancies notified reached a total of 698,700, which was 8.3 per cent more than in the same period the year before.

So far in 1964, the increase in labour demand has been concentrated in the area of male employment. Vacancies for men numbered 461,400, or 11.4 per cent above the same period last year, while vacancies for women rose 2.8 per cent to a total of 237,300.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2333, April 9, 1964

Summary of the Main Facts: The claimant filed an initial application for benefit on November 18, 1963, and was registered for employment as a ground loader. He said that he had worked as an assistant surveyor from January 14, 1963 to August 16, 1963, when he left to take a vocational course.

"I am still taking this course, which runs Monday to Friday each week, 8:30 a.m. to 4 p.m. I am capable and available for work from 4:30 p.m. to 12 p.m. or 12 to 8 a.m.," he declared.

On November 20, a special placement officer of the local office reported that the applicant had begun an aeronautics course on September 4. "The length of this course is 2 years. The hours are from 8:30 a.m. to 4 p.m. daily, Monday to Friday."

The officer stated that the applicant could not be directed to training because this particular course is not approved by the Commission owing to the length.

On November 21, the insurance officer disqualified the claimant from receiving benefit from November 17, 1963, because, in his opinion, he had failed to prove that he was available for work as required by section 54(2)(a) of the Act, while attending a course of instruction to which he had not been directed by the Commission.

On December 8, the claimant appealed to a board of referees and said:

> Although the students attending Welding, Carpenter, Electronics, Heavy Duty Mechanics, etc. courses . . . are neither available for work as required by section 54(2(a) of the Unemployment Insurance Act nor have they been directed to these courses by the Commission, they are qualified for benefits solely because the duration of these courses happened to be shorter than twelve months.
>
> This fact appears to be injustice toward those who attend courses longer than twelve months.
>
> I have stated in my claim for benefit that I am available for work from 4:30 p.m. to 8.00 a.m. In modern industry it is rather natural to work on three shifts and I am ready and willing to work between the hours mentioned above . . . .
>
> As the matter of fact, Mr. T—, who is attending the same course as I am, . . . is also working from 12 midnight to 8.00 a.m. Before Mr. T.— started to work, he has been qualified for benefits by the Unemployment Insurance Commission . . . while attending the course of Aeronautics to which he has not been directed by the Commission. He has been receiving benefits for a number of weeks . . .

The board of referees heard the claimant's case on December 30, 1963. Its unanimous decision reads:

> The claimant stated that he had nothing to add to the statements already made by him in his letter of appeal. The board questioned him concerning these statements, with particular reference to paragraph 4 of exhibit 4, which we quote hereunder:
>
> "As a matter of fact, Mr. T—, who is attending the same course as I am, . . . is also working from 12 midnight to 8.00 a.m. Before Mr. T— started to work, he has been qualified for benefits by the Unemployment Insurance Commission . . . while attending the course of Aeronautics to which he has not been directed by the Commission. He has been receiving benefits for a number of weeks—"
>
> It would be a natural reaction on the part of the claimant, on the basis of the information which is outlined in the foregoing paragraph, that there is a discrimination as between one claimant and another. The board does not accept this statement, though we believe it to be made in good faith, and we respectfully suggest that the case to which the claimant has referred be thoroughly investigated.
>
> Meanwhile, the board explained to the claimant that eligibility for benefit rests upon complete availability for employment without restriction, direct or implied. In this case, the claimant, for obvious reasons, is only able to accept employment at night and is apparently quite willing to take such employment, an attitude which the board commends without reservations. However, the restriction is nevertheless present and just so long as it exists the claimant cannot be considered to be available for employment within the meaning of the Act.
>
> The insurance officer was, therefore, entirely correct in applying the provisions of section 54(2)(a), under which he imposed an indefinite disqualification, effective 17 November 1963. We therefore sustain that ruling and are unable to allow the appeal.

On January 26, the claimant applied for leave to appeal to the Umpire on the following grounds:

> The board has stated that eligibility for benefit rests upon complete availability for employment without restriction, direct or implied, and therefore "the insurance officer was entirely correct in applying the provisions of section 54(2) (a), under which he is imposed an indefinite disqualification." However section 54(2)(a) states:
>
> "An insured person is disqualified from receiving benefit in respect of every day for which he fails to prove that he was (a) capable of and available for work."
>
> Obviously the statement by the board ("eligibility for benefit rests upon complete availability for employment without restriction, direct or implied") is not included in section 54(2)(a).

The insurance officer also failed to consider the provisions of section 54(2)(b), which states:

(b) unable to obtain suitable employment.

It evidently means suitable employment to me, the claimant, not to the Unemployment Insurance Commission.

In my claim for benefit of November 17, 1963, I have stated that I am willing, capable and available for full-time or part-time employment of any nature between 4.30 p.m. and 8.00 a.m. which "suitable employment" I am constantly seeking and will accept without hesitation, but was unable to obtain as yet, which complies with the requirement of section 54(2)(b) and makes me eligible for benefit.

As a further matter of interest let us suppose I acquire full-time employment from 4.30 p.m. to 12.00 midnight or from 12.00 midnight to 8.00 a.m. (which I will at first opportunity without hesitation to support my family) while attending the course of Aeronautics from 8.30 a.m. to 4.00 p.m., there would be no legal ways and means whatsoever by which I could deny to pay my weekly contributions to the Unemployment Insurance Fund as it is compulsory.

However, should I be laid off after several months of employment, according to the ruling of the insurance officer and the board of referees I still would not be available for benefit, although the amount of my weekly contributions would make me legally eligible for it, solely because I am attending a course of instruction.

This would appear to be great injustice beyond controversy. Finally I wish to repeat the fact that Mr. T—, who is also attending the course of Aeronautics, has been qualified for benefits by the Unemployment Insurance Commission while attending the course to which he has not been directed by the Commission. He has been receiving benefits for a number of weeks.

The chairman of the board of referees gave the claimant leave to appeal and stated:

. . . While I am unable to discover any new principle present in this claimant's case, I am keenly aware of a sense of discrimination from which this claimant suffers, and in order to avoid the appearance of injustice, it seems to me to be desirable in the interest of all parties that this claimant should have access to the final authority in the interpretation of the Act. For this reason I am giving my consent to his request for leave to appeal to the Umpire.

Considerations and Conclusions: The Umpire said in decision CUB 1749, and it applies in the instant case:

. . . The present claimant's entitlement to benefit is a question which the Umpire, like the insurance officer and the board of referees, must decide without any reference to or consideration of the consistency of the policies adopted or followed by those officials of the Commission whose function it is to approve schools and courses of instruction or training and to direct people to such schools and courses. There is nothing in the Act or the Regulations which empowers the adjudicating authorities to do otherwise.

Furthermore, the fact that another person attending the same course "has been receiving benefit for a number of weeks" is totally irrelevant in deciding the instant claimant's entitlement to benefit in his particular circumstances.

As the record shows that the claimant was not directed to the course he is taking, the question of his entitlement to benefit must be decided in accordance with the law and principles applying to claimants generally.

Section 54(2)(a) of the Act places on a claimant the onus of proving that he is available for work "in respect of every day" for which he is claiming benefit and, according to the jurisprudence established by the Umpire in decision CUB 1747, availability for work implies, among other things, that "the kind of employment a person is willing, able and ready to accept can reasonably be expected to be obtained where and when he desires such employment".

Or, as the Umpire said in decision CUB 1138, the question of a claimant's availability for work must be determined in the light of his prospects of employment in respect of the particular circumstances which he has deliberately created.

After taking into account that the instant claimant (a) voluntarily left employment to attend the course, (b) has no previous record of evening or night work, (c) was required to attend courses "from 8:30 a.m. to 4 p.m. daily, Monday to Friday", (d) was only willing to accept evening or night work and (e) had had reasonable time, in the three months he had been unemployed when he was disqualified from receiving benefit, in which to find work at the particular hours he desired, I consider that there were justifiable grounds for the unanimous decision of the board of referees to maintain the disqualification which was imposed on the claimant by the insurance officer.

I consequently decide to dismiss the claimant's appeal.

Decision CUB 2362, May 22, 1964

(*Translation*)

Summary of the Main Facts: The insurance officer who had appealed to the Umpire submitted, along with his reasons for the appeal, the following summary of the main facts of the case:

The claimant filed his claim for benefit on December 16, 1963. He had worked last as a labourer from October 14 to December 4, 1963, for a firm engaged in the construction of the Institute of Agricultural Technology at St. Hyacinthe. The company was one of the subcontractors under the general contractors.

The claimant first stated that he had been laid off because of a lack of work but, afterwards, he confirmed the declaration of his employer who had said the layoff was due to a strike.

The union involved is the National Union of Building Trades of St. Hyacinthe, Que. In a vote taken on December 3, 1963, the union was authorized to call a strike whenever it was deemed necessary. The following day, the employees went on strike at 3.45 p.m. At that time, there were 158 men working on the construction site in the following trades: carpenters, labourers, plumbers, sheet metal workers, electricians, brick layers, steel riggers and workers specialized in the installation of aluminum windows. All those employees stopped working and a picket line was formed.

The insurance officer disqualified the claimant, pursuant to section 63 of the Act, from receiving benefit as of December 15, 1963, because he had lost his employment by reason of a stoppage of work attributable to a labour dispute at the place where he was working, and because he had failed to prove that he, or the members of his grade or class of workers who were employed at the premises immediately before the commencement of the stoppage, had not participated in, or financed or been directly interested in the labor dispute.

In his appeal to the board of referees, the claimant alleged that he did not consider himself as having taken part in the dispute, because he was employed by the company on a temporary basis only and that he usually worked as a truck driver for another employer, a job he had been doing during the eight previous years. He added that he did not go on the picket line, that he would not gain anything from the strike, because he was not one of the regular employees, and that he expected to be recalled by his previous employer as soon as work was available.

The board of referees pointed out that the claimant had been laid off as a result of a work stoppage attributable to a labour dispute on the premises where he was employed, but estimated that he apparently fulfilled the requirements of section 63 (2) (b) of the Act and that, consequently, he was not subject to disqualification. The board took into account the statements of the claimant to the effect that his employment was temporary, that he probably would have stopped working around Christmas, that he usually worked as a truck driver for another employer and that he was not a member of the union involved in the strike. The board of referees, however, did not specifically indicate how the claimant apparently met all the requirements of Section 63 (2) of the Act.

The reasons for the insurance officer's appeal are as follows:

We submit that the decision of the board of referees is erroneous.

A work stoppage occurred at 3.45 p.m. on December 4, 1963, when the employees on the construction site of the Institute of Agricultural Technology of St. Hyacinthe went on strike to support their demands concerning working conditions. The claimant lost his job because of the strike. Thus, it is obvious that the claimant was dismissed by reason of a work stoppage attributable to a labour dispute at the place where he was working.

The contention of the claimant that he probably would have been laid off due to a lack of work at some future date is irrelevant in determining whether or not the claimant lost his employment by reason of a work stoppage attributable to a labour dispute, the more so as the evidence does not show that he had been hired for a particular type of work and for a definite period of time (CUBs 1149, 1267) and that he had been told his employment would terminate on a set date (CUB 1131).

The fact that the claimant expects to return to his seasonal occupation later on "as soon as work is available" is also an irrelevant factor in deciding whether or not he lost his employment by reason of a work stoppage attributable to a labour dispute (CUB 1911).

The board of referees rightly pointed out that the claimant was laid off by reason of a work stoppage which occurred on the construction site where he was employed; thus, it is obvious that the claimant lost his employment because of a stoppage where he was working.

Under these circumstances, the claimant is subject to disqualification unless he completely fulfills the requirements of section 63(2) of the Act (CUB 2032). Such was not the case, since the claimant expected to go back to work for another employer at some future date. In fact, according to section 63(1) (b) or 63(1) (c) of the Act, such future employment is one factor likely to end the disqualification period as of the date when the claimant starts working at this job; however, according to section 63(2) of the Act, such future employment cannot justify relieving the claimant from being disqualified as from an earlier date.

In addition, the mere fact that a claimant does not belong to a union and does not pay any dues is not enough to meet all the requirements of section 63(2) of the Act. In this case, the fact that the claimant is not a member of the union is quite irrelevant (CUB 2032, CUB 2312).

There are two determining factors in this case. First, the working conditions of the labourers employed at this construction site must be taken into account since the dispute has to do with the working conditions of all the employees of both the general contractor and the subcontractors working on the site, including the labourers; secondly, the claimant was employed on the site as a labourer. It is thus quite obvious that the requirements of section 63(2) of the Act are not all fulfilled, because the evidence indicates that the claimant as well as the members of his class or grade who were employed at the premises immediately before the commencement of the stoppage had a direct interest in the labour dispute.

(Continued on page 742)

Wage Schedules Prepared and Contracts Awarded in June

Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 320 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 190 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 283 contracts (not listed in this report) that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, The St Lawrence Seaway Authority and the Departments of Defence Production, Post Office and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practices;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in June for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	130	$488,973.00
Post Office	6	121,482.80
Royal Canadian Mounted Police	4	53,678.34
Transport	1	2,804.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate but in no event shall the wages paid by less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in June

During June the sum of $4,628.34 was collected from seven contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 112 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in June

ATOMIC ENERGY OF CANADA LIMITED

Deep River Ont: John Kovacs, interior painting of houses, heating plant & hospital; Rene Robitaille, exterior painting of various bldgs.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Montreal Que: Duke Industries Inc, interior painting of suites, Jacques Cartier Holdings; Vallieres & Cusson Enrg, exterior painting, Jacques Cartier Holdings. *St Vincent de Paul Que:* R Wiedman & Son, site renovation & planting, Terrace Belleville Housing Project. *Ville St Michel Que:* Citadel Plumbing & Heating Corporation, replacement of boiler, Boulevard Pie IX Apartment Project.

In addition, this Corporation awarded 33 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Sioux Lookout Indian Agency Ont: Clow Darling Plumbing & Heating Co Ltd, alterations to school, Sioux Lookout IRS. *Walpole Island Indian Agency Ont:* A Cope & Sons Ltd, paving of road, Walpole Island IR No 1. *The Pas Indian Agency Man:* F W Sawatsky Ltd, insulation of doors & windows, Guy IRS. *Carlton Indian Agency Sask:* Piggott Construction Ltd, construction of dormitories & site work, Prince Albert IRS. *Crooked Lake Indian Agency Sask*: Pat-Mor Construction, reconstruction of road, Ochapowace IR; Chris Yanke, construction of residence, Cowessess IRS. *File Hills Qu'Appelle Indian Agency Sask:* Braun Construction, construction of road, Muscowpetung IR. *Touchwood Indian Agency Sask:* Comfort Plumbing & Heating Ltd, renovations to mechanical services, Gordon's IRS. *Blackfoot Indian Agency Alta:* Fred Deeves & Sons Ltd, installation hot water heating system, Crowfoot IRS. *Stony-Sarcee Indian Agency Alta:* Reimer & Brunner Builders Ltd, construction of Indian houses, Sarcee IR; Shaw Construction Co Ltd, reconstruction of road, Eden Valley IR. *Babine Indian Agency B C:* K More & Co Ltd, construction of classroom addition & teacherage, Kitsegukla IR. *Williams Lake Indian Agency B C:* Basarab Construction Co Ltd, construction of IDS, Anahim Lake IR.

DEFENCE CONSTRUCTION (1951) LIMITED

Goose Bay (Labr) Nfld: H & S Construction Ltd, painting various bldgs, RCAF Station. *Summerside P E I:* Oliver Bernard, exterior painting of married quarters & garages, RCAF Station. *Greenwood N S:* Rodney Contractors Ltd, construction of POL storage, RCAF Station; Johnson & Hogan Construction Ltd, heater planing, runway 13-31, RCAF Station. *Camp Gagetown N B:* F W Jackson & Sons Ltd, exterior painting of campsite bldgs. *Chatham N B:* Byron MacDonald, exterior painting of PMQs, RCAF Station; Cardinal Construction Ltd, construction of sand storage bldg, RCAF Station. *Moncton N B:* W S McKnight Ltd, replacement of underground steam & return lines, No 5 Supply Depot. *St Margarets (Chatham) N B:* Boudreau Sheet Metal Works Ltd, reroofing bldgs, RCAF Station. *Bagotville Que:* Morin & Plante Co Ltd, reroofing hangar No 2 & lean-tos, RCAF Station. *Moisie Que:* Paul Bouchard, painting various steelox bldgs, RCAF Station. *Val d'Or Que:* Valbec Construction Inc, construction of sand storage bldg, RCAF Station. *Ville la Salle Que:* Efficiency Maintenance & Construction Ltd, reroofing bldgs, Naval

Supply Depot. *Barriefield Ont:* Joseph Downey & Son Painting Ltd, exterior painting of MDPAs, Fort Henry Heights. *Camp Borden Ont:* James Kemp Construction Ltd, rebuilding shower rooms; Walker Painting & Decorating Ltd, exterior painting of PMQs; Semple-Gooder & Co Ltd, reroofing quonset huts, RCAF Station. *Clinton Ont:* Malach Roofing & Flooring Ltd, reroofing Bldg No 84, RCAF Station. *Kingston Ont:* Ottawa Painting & Decorating Reg'd, exterior painting of PMQs, Fort Henry Heights; Foley Construction Ltd, supply & installation of automatic sprinkler system R,MC. *Petawawa Ont:* Carl J Lehman & Sons Ltd, replacing concrete curbs, Camp. *Rockcliffe Ont:* Planned Renovators Ltd, painting of various bldgs, RCAF Station. *Trenton Ont:* F W Jackson & Sons Ltd, exterior painting of hangars, RCAF Station; Quinte Roofing Ltd, reroofing hangar No 5, RCAF Station; H J McFarland Construction Co Ltd, runway repairs, RCAF Station. *Uplands Ont:* Donn Smith Ltd, reroofing bldgs, RCAF Station. *Portage la Prairie Man:* Canadian Rogers Western Ltd, reroofing Bldg No 66, RCAF Station; Economy Roofing Co Ltd, reshingling hangars Nos 4 & 5. *Rivers Man:* Hay Decorating Ltd, exterior painting of various bldgs, RCAF Station; Hay Decorating Ltd, exterior painting of PMQs. *Calgary Alta:* Automatic Sprinkler Co of Canada Ltd, supply & installation of sprinkler system, Sarcee Barracks. *Cold Lake Alta:* Evans Contracting Co Ltd, landscaping, RCAF Station; Taylor Decorating Ltd, exterior painting of PMQs, RCAF Station; S A Sutherland Roofing Ltd, reroofing Bldg No 66, RCAF Station. *Comox B C:* Tommy's Painting & Decorating, exterior painting of PMQs, RCAF Station; Burns & Dutton Construction (1962) Ltd, reroofing hangar No 7, RCAF Station. *Whitehorse Y T:* General Painting & Decorating, exterior painting of PMQs, RCAF Station.

DEPARTMENT OF DEFENCE PRODUCTION

(Construction)

Aldershot N S: D J Lowe Ltd, exterior painting of bldgs, Camp. *Greenwood N S:* H A Cavanagh & Sons Ltd, replacement of eavestroughs, RCAF Station; D J Lowe Ltd, reshingling roofs of PMQs, RCAF Station; G W Sampson Construction Co Ltd, interior painting of PMQs, RCAF Station. *Halifax N S:* Miller Electric Sales & Service, rewiring 2nd floor, MACHQs, 5217 South St. *Mount Uniacke N S:* Hennessy & Spicer Ltd, clearing, grubbing, etc, RX & TX sites. *Camp Gagetown N B:* PCO Services (Quebec) Ltd, ground spraying in training area, No 7 Works Coy, RCE; PCO Services (Quebec) Ltd, roadside spraying in training area, No 7 Works Coy, RCE. *Farnham Que:* Frost Steel & Wire Co (Quebec) Ltd, supply & installation of fence, Farnham Summer Camp. *Quebec Que:* Construction Orleans Inc, paving at La Citadel. *St Hubert Que:* Daniels & Mannard Ltd, interior painting of Bldg No 51, RCAF Station. *Valcartier Que:* Beaver Asphalt Paving Co Ltd, seal coating of roads, Camp; Rosaire Fortin, exterior painting of temporary bldgs, Camp. *Camp Borden Ont:* Walker Painting & Decorating Co Ltd, exterior painting of bldgs. *Centralia Ont:* Ontario Painting & Decorating, exterior painting, RCAF Station; Riverside Construction Co Ltd, repairing & resurfacing driveways, RCAF Station. *Ipperwash Ont:* Cardinal Painting & Decorating Co Ltd, exterior painting of various bldgs, Military Camp; Cardinal Painting & Decorating Co Ltd, interior painting & carpentry, Military Camp. *Kingston Ont:* Joseph Downey & Sons Ltd, painting of bldgs, Fort Henry Heights; Kingston Roofing & Flooring Co Ltd, replacement of resilient flooring in PMQs; Sunnyday Contractors Ltd, recaulking of various bldgs; L M Welter Ltd, installation of storm sewers, Barriefield Camp. *London Ont:* Len J McCarthy, exterior painting of various bldgs, Wolseley Barracks. *Petawawa Ont:* Markus & Son Ltd, concrete paving, Camp. *Picton Ont:* Moxon Contracting Ltd, repairs to steam distribution system. *Rockcliffe Ont:* H J McFarland Construction Co Ltd, widening of roads, RCAF Station. *Winnipeg Man* Fort Garry Painting & Decorating, interior painting of PMQs, RCAF Station; Fort Garry Painting & Decorating, interior painting of Bldgs Nos 72 & 74 (Officers' quarters), RCAF Station; Western Asbestos (1963) Ltd, reshingling bldgs, RCAF Station. *Dundurn Sask:* Dominion Gunite Ltd, application of gunite to swimming pool walls, Military Camp. *Edmonton Alta:* H Deib Painter & Decorator, exterior repainting of bldgs, Griesbach Barracks; Dominion Gunite Ltd, mudjacking sidewalks & steps in PMQ area, Griesbach Barracks; Dominion Gunite Ltd, raising of concrete curbs & storm catch basins, Griesbach Barracks; Everall Construction (Edmonton) Ltd, repairs to PMQ driveways, etc, Griesbach Barracks. *Penhold Alta:* Thorne Bros, repainting exterior of PMQs, RCAF Station. *Riverbend & Cardiff Alta:* J Mason & Sons Ltd, repainting antenna poles. *Ladner B C:* Capitol Roofing Co, reroofing PMQs, Vancouver Wireless Station. *Vernon B C:* Le Duc Paving Ltd, road repairs, Camp.

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(Catering)

Connaught Ranges Ont: Morrison-Lamothe Bakery Ltd, catering. *Camp Shilo Man:* Dominion Catering Co Ltd, catering. *Camp Dundurn Sask:* Canada Catering Co Ltd, catering. *Camp Wainwright Alta:* Canada Catering Co Ltd, catering.

In addition, this Department awarded 98 contracts containing the General Fair Wages Clause.

NATIONAL CAPITAL COMMISSION

Ottawa Ont: L J Corkery Ltd, supply & placement of gravel, Ottawa River Parkway.

NATIONAL HARBOURS BOARD

Montreal Que: The Highway Paving Co Ltd, paving of wharves, Sections 63-65. *Quebec Que:* J O Lambert Inc, construction of cross wall office bldg. *Trois Rivieres Que:* Rosaire Dufresne Inc, construction of office bldg; Beaver Demolition Co, demolition & removal of shed 13.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Nahanni Butte N W T: Black, Sivalls & Bryson Ltd, supply & erection of oil storage tank.

POST OFFICE DEPARTMENT

This Department awarded 79 contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Leamington Ont: Keystone Contractors Ltd, construction of trunk sewers; Canadian Dredge & Dock Co Ltd, construction of Lake Erie outfall. *Edmonton Alta:* Alta West Construction Ltd, construction of steel trestles, southwest interceptor sewer (Contract No. 279).

DEPARTMENT OF PUBLIC WORKS

Crow Head Nfld: Twillingate Eng's & Construction Co Ltd, community stage wharf extension. *Greenspond Nfld:* Pelley Enterprises Ltd, wharf reconstruction. *Hant's Harbour Nfld:* Glen Construction Co Ltd, wharf extension. *Point Lance Nfld:* H Drover & Co Ltd, community stage improvements. *Miminegash P E I:* Morrison & McRae Ltd, harbour improvements. *Canso (Burying Island) N S:* Kenney Construction Co Ltd, breakwater repairs. *Dingwall N S:* Kenney Construction Co Ltd, construction of rubble mound groynes. *Halifax N S:* Standard Construction Co Ltd, alterations & additions to seventh floor, post office. *Margaree Harbour East N S:* Arthur A Cormier, beach protection repairs. *Grand Anse N S:* Comeau & Savoie Construction Ltd, breakwater repairs. *Miscou N B:* Comeau & Savoie Construction Ltd, wharf repairs. *Aylmer Que:* Modern Building Cleaning Service of Canada, interior cleaning of Post Office Bldg. *Blanc Sablon Que:* Gustave Dufour, shed construction & repairs. *Les Eboulements (St Joseph de la Rive) Que:* Gerard Mailloux, construction of protection works. *Les Mechins Que:* McMullen & Gagnon Inc, harbour improvements (wharf repairs). *Miguasha Que:* Eugene Beaulieu, wharf improvements (repairs to flooring). *Montreal Que:* Arthur Murphy Contracting Ltd, alterations to cafeteria, Postal Terminal, 715 Windsor St. *Mutton Bay Que:* Charles Verreault, wharf repairs. *Salmon Bay Que:* Landry Construction Inc, construction of landing pier. *Cobourg Ont:* Keene Construction Co Ltd, harbour improvements (reconstruction of east breakwater). *Espanola Ont:* Gerard Builders of North Bay Ltd, construction of post office bldg. *Grassy Narrows Ont:* A K Penner & Sons Ltd, construction of school, staff units & powerhouse, Kenora Agency. *Hamilton Ont:* McNamara Marine Ltd, harbour repairs & improvements (Catharine St wharf extension, Stage 3). *Kingsville Ont:* Dean Construction Co Ltd, wharf reconstruction. *Ottawa Ont:* Perini (Western) Ltd, repairs & renovations to Mackenzie Tower, West Block; Hallmark Building Cleaning Ltd, interior cleaning, National Health & Welfare Administration Bldg, Tunney's Pasture; Mercury Maintenance Service Ltd, interior cleaning of Public Archives Storage Bldg, Tunney's Pasture; W J Hamelin Painting & Decorators, exterior painting, Sir Charles Tupper Bldg, Confederation Heights; Roger Boivin Painters Ltd, interior painting & finishing, Supreme Court; Sanco Ltd, interior cleaning, Taxation Data Centre, Tunney's Pasture; Allied Building Services (1962) Ltd, interior cleaning, Finance Bldg (Superannuation Branch & Central Pay Office), Tunney's Pasture; Canadian Ice Machine Co Ltd, installation of air conditioning, 2nd floor, Taxation Data Centre; Oakes Mechanical Contracting Ltd, installation of air conditioning equipment, East Block. *Port Arthur Ont:* The J P Porter

Co Ltd, repairs to rubble mound & concrete breakwaters. *Port Colborne Ont:* Bar-Way Marine Ltd, construction of water level gauge station. *Port Dover Ont:* D H & B Cleaners, interior cleaning, federal bldg. *Toronto Ont:* A B M Construction Ltd, alterations, 225 Jarvis St; Dew Moving & Warehousing Ltd, moving furniture, 118 Richmond & Dominion Public Bldg; Price Air Conditioning Co Ltd, erection of metal partitions, mechanical & electrical work for food & drug accommodation, Arthur Meighen Bldg; Mueller Salvage Co, collection of garbage & waste from federal bldgs. *Trenton Ont:* T A Andre & Sons Ltd, construction of federal bldg. *Uplands Ont:* Conniston Construction Co Ltd, landscaping for Dept of Transport, Radio Test Laboratory, Ottawa Airport. *Weston Ont:* Woodings Cleaning Services, interior cleaning, old federal bldg. *Wheatley Ont:* George L Dillon Construction Ltd, harbour improvements (timber wall & dredging). *Windsor Ont:* Modern Building Cleaning Service of Canada Ltd, cleaning, National Revenue Bldg, 1100 University Ave; Nu-Stone Co Ltd, cleaning exterior, Dominion Public Bldg. *Norway House Man:* F W Sawatzky Ltd, boiler conversion & fire pump, National Health & Welfare Hospital. *Rossville Man:* MaCaw & MacDonald Ltd, construction of wharf. *Teulon Man:* E Schuster Co Ltd, construction of RCMP detachment quarters. *Thompson Man:* Malcom Construction Co Ltd, construction of federal bldg. *Humboldt Sask:* W C Wells Construction Co Ltd, construction of RCMP detachment quarters. *Jasper National Park Alta:* New West Construction Co Ltd, grading, culverts & base course, mile 11.1 to 19.9 & asphalt concrete pavement, mile 0 to 19.9, Jasper-Edmonton Highway. *Kamloops B C:* Smith Bros & Wilson Ltd, construction of parking site, 359 St Paul St. *Port Graves B C:* Vancouver Pile Driving & Contracting Co Ltd, wharf repairs. *Squirrel Cove B C:* Greenlees Piledriving Co Ltd, float renewal. *Trail B C:* Fame Brick Construction Ltd, alterations to basement for UIC. *Vancouver B C:* Banner Building Maintenance, interior cleaning, etc, Begg Bldg, 1110 West Georgia St. *Westview B C:* Greenlees Piledriving Co Ltd, wharf repairs. *Hay River N W T:* Square M Construction Ltd & Coleman Collieries Ltd, wharf extension. *Alaska Highway Y T:* J Boshard & Son Ltd, cleaning & painting of Donjee Bridge, Mile 1133. *Old Crow Y T:* Crosstown Heating & Ventilating, installation of plumbing & heating systems in RCMP detachment quarters.

In addition, this Department awarded 48 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

St Catharines Ont: Bridge & Tank Co of Canada Ltd, supply & installation of operating machines for lock gates, lower end of Lock 2, Welland Canal Twinning Project; The Canada Gunite Co Ltd, restoration of counterweights, Bridge 6, Welland Canal.

In addition, the St Lawrence Seaway Authority awarded one contract containing the General Fair Wages Clause.

DEPARTMENT OF TRANSPORT

Beaver Island N S: Annapolis Valley Construction Ltd, construction of dwelling & combined fog alarm & radio beacon bldg. *Moshers Island N S:* Urban Construction Ltd, construction of single dwelling & demolition of dwelling. *Trenton N S:* Warren (Maritimes) Ltd, resurfacing apron & taxiway, Airport. *Fredericton N B:* Cardinal Construction Ltd, construction of UHF/VHF transmitter bldg & related work. *Montreal Que:* Nation-Wide Interior Maintenance Co Ltd, cleaning Air Terminal Bldg & other bldgs, International Airport. *London Ont:* George Keen Construction Ltd, modifications to VOR bldg for installation of TACAN, Airport. *Muskoka Ont:* Miller Paving Ltd, surface treatment of runway 18-36, Airport. *Peterborough Ont:* Dominion Bridge Co Ltd, mechanical rehabilitation of hydraulic lift lock. *Wiarton Ont:* Durham Stone & Paving Ltd, surface treatment of runways, Airport. *Windsor Ont:* Marentette Bros Ltd, surface treatment of runways, Airport. *Winnipeg Man:* Tallman Construction Co Ltd, construction of concrete fillets, International Airport. *Edmonton Alta:* Art's Heat Controls, installation of exhaust roof fans in garage & related work, International Airport; Conniston Construction Co Ltd, landscaping development of Air Terminal Air, International Airport. *Grande Prairie Alta:* D L Guthrie Construction, relocation of rotating beacon & site improvements (Meteo Instrument Area), Airport. *Estevan B C:* Arrow Striping, interior & exterior painting of bldgs, Meteorolgical Station. *Kamloops B C:* Conniston Construction Co Ltd, landscaping areas, Air Terminal Bldg. *Port Hardy B C:* W A Colebank Ltd, replacement of water mains & related work, Airport; Arrow Striping, painting of bldgs, Airport. *Tofino B C:* J B Watson Painting & Decorating, exterior painting of bldgs, Airport. *Cambridge Bay N W T:* Yukon Construction Co Ltd, construction of garage & related work.

In addition, this Department awarded 24 contracts containing the General Fair Wages Clause.

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Consumer Price Index, July 1964

The consumer price index (1949=100) rose 0.7 per cent between June and July, to 136.2 from 135.3. The July index was 2.0 per cent above the July 1963 index of 133.5.

The increase during the month was mainly a result of an increase of 2.2 per cent in the food group together with lesser increases in the housing and recreation and reading components. The transportation component declined slightly, and the remaining three main components of the index were unchanged.

The food index was 135.4, up 2.2 per cent from 132.5. The rise was due to higher prices for most fresh vegetables, some fresh and canned fruits, beef, pork, lamb, chicken, eggs, bread and other cereal products. Lower prices were reported for sugar, jam, lettuce and cabbage.

The housing index increased 0.2 per cent to 138.7 from 138.4. The shelter component was slightly higher as a result of increased rent and home-ownership prices. The household operation component was unchanged.

The clothing index was unchanged from its June level of 119.0. Slightly lower prices ofr footwear and men's and children's wear were balanced by moderately higher prices for knitting yarn.

The transportation index was 0.3 per cent lower, at 141.6 from 142.0, as a result of widespread decreases in prices of new cars and lower prices for gasoline in a few cities.

The health and personal care index remained constant at 167.3. The health component was unchanged; in the personal care component, lower prices for some personal care supplies were offset by an increase in the price of men's haircuts.

The recreation and reading index edged up 0.1 per cent to 151.5 from 151.4. A decrease in the recreation component was not sufficient to offset an increase in reading. In recreation, prices were lower for radios, television sets and phonograph records. Higher newspaper prices in some cities moved the reading index.

The tobacco and alcohol index was unchanged at 120.2.

Group indexes in July 1963 were: food 132.5, housing 135.9, clothing 115.7, transportation 140.7, health and personal care 162.6, recreation and reading 148.8, and tobacco and alcohol 118.2.

City Consumer Price Indexes, June 1964

Consumer price indexes (1949=100) rose in eight of the ten regional cities between May and June; indexes were unchanged in the remaining two. Increases ranged from 0.2 per cent in Winnipeg and Edmonton-Calgary to 0.7 per cent in Montreal.

The food indexes rose in all cities except Vancouver, which registered a decrease of 0.1 per cent. Increases ranged from 0.1 per cent in St. John's to 2.1 per cent in Montreal.

Indexes for housing were higher in six cities, unchanged in three, and lower in one. Clothing indexes moved up in eight cities and down in two. Transportation indexes registered decreases in eight cities and were constant in two. Indexes for health and personal care rose in four cities, fell in three, and remained unchanged in three. Recreation and reading indexes were higher in three cities, lower in two and constant in five. Tobacco and alcohol indexes were steady in all cities.

Regional consumer price index point changes between May and June were as follows: Montreal +0.9 to 135.2; Toronto +0.7 to 137.1; Saskatoon-Regina +0.5 to 129.8; Halifax +0.4 to 132.2; Saint John +0.4 to 134.8; Ottawa +0.4 to 135.9; Winnipeg +0.3 to 132.4; Edmonton-Calgary +0.3 to 128.1. St. John's and Vancouver remained unchanged at 121.0* and 132.7 respectively.

Wholesale Price Index, June 1964

The general wholesale index (1935-39=100) declined 0.2 per cent in June to 245.4 from 245.9 in May and was 0.1 per cent lower than the June 1963 index of 245.7.

Five major group indexes were lower in June; the remaining three groups were higher.

The vegetable products group index moved 2.3 per cent lower to 221.4 from 226.6. Decreases of 0.2 per cent or less occurred in the following four major group indexes: textile products to 248.6 from 249.0; iron products to 255.1 from 255.7; non-metallic minerals products to 190.5 from 190.7; and wood products to 332.3 from 332.4.

The animal products group index rose 1.8 per cent to 254.3 from 249.8, the chemical products group index 0.7 per cent to 191.6 from 190.3, and the non-ferrous metals products group index 0.3 per cent to 204.9 from 204.2.

* On base June 1951=100.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 3.7 per cent to 227.2 from 219.1 in the three-week period ended June 19. The animal products index moved up 2.3 per cent from 267.5 to 273.7, and the field products index rose 5.9 per cent from 170.6 to 180.7.

The residential building material price index (1935-39=100) was little changed in June at 330.8 versus 330.9 in May. On the base 1949=100 it was unchanged at 145.1

The non-residential building material price index (1949=100) rose 0.1 per cent to 141.3 in June from 141.4 in May.

U.S. Consumer Price Index, June 1964

The United States consumer price index (1957-59=100) rose 0.2 per cent to 108.0 in June from 107.8 in May. The index in June 1963 was 106.6.

The rise in the index in June reflects the normal seasonal increase in the price of fruits and vegetables. In the non-food area, changes were small, except for another significant increase in the price of used cars. The cost of medical care continued to go up, as did rents.

British Index of Retail Prices, May 1964

The British index of retail prices (Jan. 16, 1962=100) rose to 107.0 in mid-May from 106.1 in mid-April. In May 1963 it was 103.9.

The rise in the index was due mainly to increases in the prices of alcoholic drink, cigarettes and tobacco following increases in customs and excise duties on these items that came into operation on April 15.

The food index rose by nearly one-half of 1 per cent to 107.8 from 107.4 in April.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 190

Annual Reports

1. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Forty-seventh Annual Report, Year ended December 31, 1963.* [Victoria?] Queen's Printer, 1964. Pp. 51.

2. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. *Ontario Industrial Review, 1963.* Toronto, 1964. Pp. 96.

Automation

3. COLUMBIA UNIVERSITY. SEMINAR ON TECHNOLOGY AND SOCIAL CHANGE. *Technology and Social Change.* Edited by Eli Ginzberg. New York, Columbia University Press, 1964. Pp. 155.

Contains five papers on the implications of technological change in the U.S. Some of the topics dealt with are economic growth, productivity, unemployment, shorter hours, skill obsolescence, and the utilization of scientific and technical personnel.

4. CONFERENCE ON SOLUTIONS TO PROBLEMS OF AUTOMATION AND EMPLOYMENT, NEW YORK, 1963. *Jobs, Men, and Machines: Problems of Automation;* [*Proceedings*] Edited by Charles Markham. New York, Published for the American Foundation on Automation and Employment by Praeger [1964] Pp. 166.

The Conference, held May 15, 1963 and sponsored by the American Foundation on Automation and Employment, considered problems caused by automation, specific proposals to ease employment problems created by automation, and the relationship of automation to the community. In conclusion, there is an interview with U.S. Secretary of Labor W. Willard Wirtz conducted by A. H. Raskin, noted labour reporter and a member of the editorial board of the New York Times.

5. EDITORIAL RESEARCH REPORTS. *Cushioning of Automation,* by Richard L. Worsnop. Washington, 1963. Pp. 765-782.

Points out that the benefits of automation are greater than its disadvantages.

Economic Conditions

6. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *Preliminary Estimates of National Income and Balance of Payments, 1963.* London, HMSO, 1964. Pp. 21.

7. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *The Organization for Economic Cooperation and Development.* [Paris, 1964?] Pp. [254].

8. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Canada [1963]* Paris, 1964. Pp. 33.

9. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Denmark. January 1964.* Paris, 1964. Pp. 26.

10. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Germany. January 1964.* [Paris] 1964. Pp. 42.

Employment Management

11. ALBRIGHT, LEWIS EDWIN. *The Use of Psychological Tests in Industry,* by Lewis E. Albright, J. R. Glennon [and] Wallace J. Smith. Cleveland, H. Allen, 1963. Pp. 196.

Partial Contents: What can Tests measure Some Statistical Tools helpful in understanding Tests. Methods of relating Test Scores and Job Success. Types of Tests commonly used in Industry. Some Other Uses of Tests briefly mentioned.

12. BYERS, KENNETH. *Elements of Position Classification in Local Government* [by] Kenneth Byers, M. Robert Montilla [and] Elmer V. Williams. [Chicago, Public Personnel Association] 1955. Pp. 49.

Contents: Position Classification—Purposes and Concepts. The Installation of a Classification Plan. Maintenance of the Classification Plan.

13. McFARLAND, DALTON EDWARD. *Cooperation and Conflict in Personnel Administration.* New York, American Foundation for Management Research, 1962. Pp. 143.

An examination of the personnel executive in industry and his relationship to chief executives and middle and lower line managers. The author gives many case examples from his own research.

Employment Offices, Public

14. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Government Employment and Training Services in Britain. September 1963.* London, 1963. Pp. 6.

15. HABER, WILLIAM. *The Role of the United States Employment Service in a Changing Economy,* by William Haber and Daniel H. Kruger. Kalamazoo, Mich., Upjohn Institute, 1964. Pp. 122.

Contents: The Job Economy. Historical Development from a Labor Exchange to an Employment Service. Employment Services. Developing Problems and Issues. Strengthening and improving the United States Employment Service.

16. U.S. EMPLOYMENT SERVICE. *Local Office Organization.* Washington, U.S. Dept. of Labor, Manpower Administration, Bureau of Employment Security, 1963. 1 volume. (various pagings).

Concerns the organization of local offices of the U.S. Employment Service.

Health, Public

17. EDITORIAL RESEARCH REPORTS. *Noise Suppression,* by William B. Dickinson. [Washington] 1963. Pp. 785-802.

Discusses the omnipresence of noises in everyday life and some measures being undertaken in the U.S. to control unnecessary noise.

18. CANADIAN WELFARE COUNCIL. *Better Health Care for Canadians; Submission to the Royal Commission on Health Services, May 31, 1962.* Ottawa, 1962. Pp. xxiii. 149.

Summary of Major Findings, with Recommendations. Ottawa, 1962. Pp. [17].

19. INTERNATIONAL LABOUR OFFICE. *Hygiene in Commerce and Offices.* Fourth item on the agenda. Geneva, 1963-1964. 2 volumes.

At head of title: Report 4(1)-(2). International Labour Conference. 48th Session, Geneva, 1964.

Part 1 contains a general outline of the situation. Part 2 contains a summary and analysis of the replies of member governments and English and French versions of the proposed Recommendation and Convention.

Industrial Relations

20. COLE, DAVID LAWRENCE. *The Quest for Industrial Peace.* New York, McGraw-Hill, 1963. Pp. 164.

Based on three lectures given by the distinguished American labour arbitrator at Harvard University in October 1962 under the sponsorship of the Meyer Kestnbaum Committee of Harvard University. The titles of the three addresses are: Incompatibility in Collective Bargaining. Government's Part in Labor Disputes. The Grievance Function. An appendix includes exerpts from a series of recommendations, reports and studies dealing with the handling of labour disputes. These recommendations, etc. emanate from groups with which the author was associated.

21. LEVIN, NOEL ARNOLD. *Successful Labour Relations, an Employers' Guide.* New York, Book Division, Fairchild Publications, 1963. Pp. 240.

The author is a New York City lawyer specializing in labour relations. He writes about American labour relations law as it governs union-management relations and how management should negotiate a collective bargaining agreement with the union.

22. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Comparative Canadian-U.S. Industrial Relations; Proceedings of the Spring Meeting, Montreal,*

Canada, May 6-7, 1963. [Madison, Wis.] 1963. Pp. 665-755 .

Reprinted from Labor Law Journal, August 1963.

Four topics were discussed at this meeting: manpower implications of technological change; labour on United States and Canadian railroads; labour relations policy and the building trades in Canada; and, public-interest disputes and their settlement.

23. ROSS, ARTHUR MAX. *Distressed Grievance Procedures and Their Rehabilitation.* Berkeley, University of California, Institute of Industrial Relations, 1963. Pp. 104-132.

"A distressed grievance procedure is one in which the filing of multitudinous grievances becomes a mechanical routine; one which is so overloaded that there is insufficient time for investigation and negotiation; . . . one which does not effectively settle controversial issues." The author reviews various measures undertaken by the parties to overcome the surfeit of grievances where such exists.

24. TROTTA, MAURICE S. *Collective Bargaining: Principles, Practices, Issues.* [Contributing authors: Anthony P. Alfino and others] New York, Simmons-Boardman Pub. Corp., c1961. Pp. 518.

Consists of 2 parts: The first part outlines principles and procedures while the second part describes actual case material relating to the most common provisions of collective bargaining agreements, such as absenteeism, call in and reporting pay, discipline of employees, etc.

Industry—Location

The following eleven Surveys were prepared by Industrial Development Branch of the Department of Industry and Development of the Province of Alberta and published in 1963 and 1964.

25. *Village of Bentley.* Rev. October 1963. Pp. 11.

26. *Town of Castor.* Rev. December 1963. Pp. 12.

27. *Town of Coaldale.* Rev. October 1963. Pp. 14.

28. *Town of Coleman.* Rev. November 1963. Pp. 12.

29. *Town of Fort Saskatchewan.* Rev. October 1963. Pp. 12.

30. *Town of High River.* Rev. October 1963. Pp. 16.

31. *Town of Stony Plain.* Rev. October 1963. Pp. 12.

32. *Town of Valleyview.* Rev. October 1963. Pp. 10.

33. *Village of Mannville.* Rev. June 1963. Pp. 12.

34. *Town of Peace River.* Rev. December 1963. Pp. 13.

35. *Town of Ponoka.* Rev. October 1963. Pp. [12].

International Labour Conference

36. INTERNATIONAL LABOUR CONFERENCE. 47th, GENEVA, 1963. *Record of Proceedings.* Geneva, International Labour Office, 1964. Pp. 691.

37. INTERNATIONAL LABOUR CONFERENCE. 47th, GENEVA, 1963. CANADIAN EMPLOYERS' DELEGATION. *Report on the 1963 International Labour Conference.* [Toronto? 1964] Pp. 39.

Labour Laws and Legislation

38. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Canadian Labour Standards Legislation versus Discrimination, Prejudice and Exploitation.* [Fredericton? 1963?] Pp. 39.

A brief comparison of provincial and federal labour legislation dealing with hours of work, fair employment practices, fair remuneration to female employees, vacation pay, etc.

39. ONTARIO FEDERATION OF LABOUR (CLC). RESEARCH DEPARTMENT. *Labour Legislation in Ontario; Steward's Handbook.* 6th edition. September 1963. [Toronto] 1963. Pp. 113.

Labour Organization

40. BLUM, ALBERT ALEXANDER. *Management and the White-Collar Union.* New York, American Management Association [1964] Pp. 111.

An analysis of the reasons for white-collar workers' reluctance to joint labour unions.

41. GAMBA, CHARLES. *The Origins of Trade Unionism in Malaya; a Study in Colonial Labour Unrest.* With a foreword by Victor Purcell. Singapore, Pub. by D. Moore for Eastern Universities Press, 1962. Pp. 511.

Thesis—University of Western Australia.

The author is first President of the Industrial Arbitration Court of the State of Singapore. He writes about trade unionism in Malaya from its beginnings until 1950.

42. GREAT BRITAIN. INQUIRY INTO THE COMPLAINT MADE BY THE NATIONAL UNION OF BANK EMPLOYEES ON 12th MARCH 1962 TO THE COMMITTEE ON FREEDOM OF ASSOCIATION OF THE INTERNATIONAL LABOUR ORGANIZATION. *Report of the Inquiry by the Hon. Lord Cameron.* London, HMSO, 1963. Pp. [184].

Early in 1962 the National Union of Bank Employees submitted a complaint to the International Labour Organization's Committee on Freedom of Association through the Trades Union Congress. The union complained that 4 Banks were preventing it from organizing their employees.

43. INTERNATIONAL LABOR PRESS ASSOCIATION. *Press Relations Guide.* [Washington, 1963?] Pp. 28.

This pamphlet is a guide for trade union locals in preparing news stories of union activities for local newspapers.

44. LENS, SIDNEY. *The Crisis of American Labor.* New York, Barnes; a Perpetua book, 1961. Pp. 318.

An exposition of what the author calls "business unionism." The author writes about present American labour union leaders, who, he says, are running their unions like a business and are lacking in the idealism that formerly prevailed in the labour movement.

45. PARADIS, ADRIAN ALEXIS, *Labor in Action; the Story of the American Labor Movement.* New York, Messner, 1963. Pp. 191.

A very general history of the American labor movement from early days up to the present time.

Labour Supply

46. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Resources of Scientific and Technical Personnel in the OECD Area; Statistical Report of the Third International Survey on the Demand for and Supply of Scientific and Technical Personnel.* Paris, 1963. Pp. 293.

Assembles data from 1956 up to February 1963, assesses supply and demand of scientific and technical manpower, and forecasts supply and demand up to 1970.

47. RAPHAEL, LLOYD F. *Labour Force of New Brunswick, 1951-1971.* Fredericton, New Brunswick Department of Labour, 1963. Pp. 143.

48. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Selected Manpower Indicators for States.* Washington, GPO, 1963. Pp. 52.

"This booklet shows variations, as well as relationships among the States on several basic manpower subjects—employment, unemployment, education, the nonwhite population, the extent of population movement across State lines, the proportion in white-collar occupations, income, and growth projections to 1970 for the population and the labor force."

Labouring Classes

49. BERNSTEIN, SAMUEL. *The First International in America.* New York, A. M. Kelley, 1962. Pp. 312.

Discusses the part played by the International Workingmen's Association in the U.S. in the two decades following the American Civil War.

50. CANADA. DEPARTMENT OF LABOUR. *Occupational Trends in Canada, 1931 to 1961.* Ottawa, Queen's Printer, 1963. Pp. 64.

Shows the changes which occurred in the numbers in various occupations.

51. EDITORIAL RESEARCH REPORTS. *Churches and Social Action,* by Helen B. Shaffer. Washington, 1963. Pp. 745-761.

Describes what some clergymen are doing in the civil rights movement in the U.S.

52. INTER-AFRICAN LABOUR CONFERENCE. 6th, ABIDJAN, IVORY COAST, 1961. *Reports, Recommendations and Conclusions.* London, Commission for Technical Co-operation in Africa South of the Sahara, 1962. Pp. 260.

The discussions at this conference were concerned with labour and social problems and with safety, health and welfare questions.

53. INTER-AFRICAN LABOUR INSTITUTE. *Migrant Labour in Africa South of the Sahara; Proceedings under Item II of the Agenda of the Sixth Inter-African Labour Conference, Abidjan, 1961, and Other Relevant Papers.* London, Commission for Technical Co-operation in Africa South of the Sahara, 1962. Pp. 338.

54. INTERNATIONAL LABOUR CONFERENCE. 3d, GENEVA, 1921. *International Labour Convention No. 10 adopted by the General Conference of the International Labour Organization at its Third Session concerning the Age for Admission of Children to Employment in Agriculture (as modified by the Final Articles Revision Convention adopted at Montreal on October 9, 1946), Geneva, November 16, 1921.* London, HMSO, 1964. Pp. 7.

[Great Britain. Parliament. Papers by command] Cmnd. 2227.

At head of title: International Labour Organization. Text in English and French.

55. INTERNATIONAL LABOUR OFFICE. *The Employment of Young Persons in Underground Work in Mines of All Kinds.* Seventh item on the agenda. Geneva, 1963-1964. 2 volumes.

At head of title: Report 7(1)-(2). International Labour Conference. 48th Session, Geneva, 1964.

Part 1 contains a preliminary report on the topic and a questionnaire to be completed by member countries of ILO. Part 2 contains replies from Governments and a commentary and proposed conclusions based on the replies.

56. SAYLES, FERN ALMER. *Welland Workers make History.* [Welland, Winnifred Sayles, 1963] Pp. 221.

The late author (1896-1959), a minister, wrote about the labour movement in Welland, Ont.

57. TECHNICAL SEMINAR ON AGE AND EMPLOYMENT, STOCKHOLM, 1962. *Age and Employment; Technical*

International Seminar at Stockholm, 15th-19th April 1962; General Report by Alastair Heron. Paris, Organisation for Economic Co-operation and Development, 1962. Pp. 62.

The seminar discussed problems and possible solutions affecting the over-40 worker.

58. U.S. BUREAU OF EMPLOYMENT SECURITY. *Experience of Other Countries in dealing with Technological Unemployment.* Washington, GPO, 1963. Pp. 42.

A brief examination of measures used in some European countries to deal with worker displacement resulting from automation and other changes.

Students

59. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Drop-out Rates in University* Engineering Courses. Ottawa, 1963. Pp. 11. (Professional Manpower Bulletin No. 3. October 1963) Covers the period 1954 to 1963.

60. CANADA. DEPARTMENT OF LALOUR. ECONOMICS AND RESEARCH BRANCH. *Survey of Canadians enrolled at American Universities and Colleges, 1962-1963.* Ottawa, 1964. Pp [12] (Professional Manpower Bulletin No. 4. February 1964).

Unemployed—Training

61. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Bridge to Employment; Demonstration Manpower Programs.* Washington, GPO, 1963. Pp. 20.

"Demonstration Manpower Programs" provide unemployed persons with testing, counselling, guidance, training, remedial education, and job development after the person has found a job.

62. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Training Disadvantaged Groups under the Manpower Development and Training Act.* Washington, GPO, 1963. Pp. 24.

Contains a brief analysis of the training experience of such disadvantaged groups as young workers, older workers, non-white, handicapped and undereducated workers.

Workmen's Compensation

63. CHEIT, EARL FRANK. *Can Injured Workers recover?* Berkeley, University of California, Institute of Industrial Relations, 1963. Pp. 47-76.

Examines the difficulty that some Americans have in collecting full payments from workmen's compensation because there is not a uniform workmen's compensation law in the U.S. (There are 54 laws dealing with workmen's compensation in the United States and territories.)

64. INTERNATIONAL LABOUR OFFICE. *Benefits in the Case of Industrial and Occupational Diseases.* Fifth item on the agenda. Geneva, 1963-1964. 2 volumes.

At head of title: Report 5(1)-(2). International Labour Conference. Forty-eighth Session, Geneva, 1964.

Part 1 contains a proposed convention and a proposed Recommendation: Part 2 contains replies from 74 Member States with comments, as well as the proposed texts of the Convention and Recommendation incorporating some suggested changes.

65. U.S. BUREAU OF LABOR STANDARDS. *State Workmen's Compensation Laws, a Comparison of Major Provisions with Recommended Standards.* Rev. ed. Washington, GPO, 1963, Pp. 43.

Miscellaneous

66. CANADA. ROYAL COMMISSION ON BANKING AND FINANCE. *Report.* Ottawa, Queen's Printer, 1964. Pp. 587.

Hon. Dana H. Porter, chairman.

The Royal Commission on Banking and Commerce was appointed "to inquire into and report upon the structure and methods of operation of the Canadian financial system, including the banking and monetary system and the institutions and processes involved in the flow of funds through the capital market . . . " and to make recommendations on these matters and on various banking legislation.

67. GREAT BRITAIN. PRIME MINISTER. *Higher Education; Government Statement on the Report of the Committee under the Chairmanship of Lord Robbins, 1961-63.* London, HMSO, 1963. Pp. [5]

Gives details of the British Government's intentions concerning certain recommendations of the Robbins Committee on Higher Education.

68. JOINT FORESTRY CONVENTION, QUEBEC, 1960. *Joint Forestry Convention. Convention Theme: Forestry Education in Canada.* [Macdonald College, Que., Canadian Institute of Forestry, 1961?] Pp. 134.

Cover title and chapter headings in English and French. Title in French: *Congrès forestier conjoint. Thème du Congrès: L'éducation forestière au Canada.*

Congress sponsored jointly by Canadian Institute of Forestry and La Corporation des ingenieurs forestiers de la Province de Québec.

69. NATIONAL UNEMPLOYMENT INSURANCE COMMISSION ASSOCIATION. *Report of the Sixth Triennial Convention, Calgary, Alberta, September 27-28-29-30, 1961.* [Ottawa, 1961] Pp. 122.

70. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Scientific Policy in Sweden.* Paris, 1964. Pp. 66.

At head of title: OECD. Reviews of National Policies for Science and Education.

71. TORONTO. UNIVERSITY. COMMERCE CLUB. *The Commerce Journal, 1964*. Toronto, 1964. Pp. 64.

Partial Contents: Changes in Productivity: Some Problems in Concepts and Measurement, by T. K. Rymes. A Challenge for Canadians [Peter Munk, President of Clairtone Sound Corporation Limited, manufacturer of radio-phonograph combination units, tells how his company has penetrated the U.S. market. He urges Canadian manufacturers to create Canadian products and goods that can be sold effectively outside Canada]. The Canadian Steel Industry since 1956, by M. W. Farrell. Economic Forecasting, by O. E. Thur.

Recent Regulations

(*Continued from page 725*)

The new order also includes the usual provisions respecting semi-monthly pay, the posting of orders and the keeping of records.

Ontario Public Service Act, 1961-62

In Ontario, a new regulation under the Public Service Act, 1961-62, O. Reg. 124/64, established the Ontario Provincial Police Negotiating Committee to consider submissions of the Ontario Provincial Police Association respecting terms of employment of police officers and constables, including working conditions, remuneration, leaves and hours of work.

The Committee is to be composed of six members designated by the Lieutenant Governor in Council, of whom three are to be appointed on the recommendation of the Ontario Provincial Police Association.

New Brunswick Fair Wages and Hours of Labour Act

A new regulation under the New Brunswick Fair Wages and Hours of Labour Act gazetted on June 10 set minimum rates for overtime on government construction contract work.

An employee working on the construction, remodelling, repair or demolition of a road or bridge must be paid not less than his regular rate for all hours worked in excess of 44 in a week. An employee engaged in other types of construction contract work must receive time and one-half for overtime work.

In either case, however, the minimum rate for overtime work may not be less than the rate established by a collective agreement between the contractor and his employees for the class of work being performed.

Decisions of the Umpire

(*Continued from page 730*)

Considerations and Conclusions: The jurisprudence established by the Umpire in connection with labour disputes and, more particularly, in connection with disputes presenting facts similar to those which have been established in this case, is as stated by the insurance officer in his appeal.

Consequently, I decide to disallow the decision of the board of referees and to uphold the appeal of the insurance officer.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JULY 18, 1964

(estimates in thousands)

Source: DBS Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	7,132	663	2,007	2,649	1,241	672
Men	5,225	499	1,488	1,859	899	480
Women	2,007	164	519	790	342	192
14–19 years	958	98	281	322	176	81
20–24 years	945	100	312	310	149	74
25–44 years	3,039	254	854	1,137	505	289
45–64 years	2,074	187	515	791	372	209
65 years and over	216	24	45	89	39	19
Employed	6,967	631	1,905	2,574	1,214	643
Men	5,022	472	1,404	1,803	881	462
Women	1,945	159	501	771	333	181
Agriculture	724	49	139	180	322	34
Non-agriculture	6,243	582	1,766	2,394	892	609
Paid Workers	5,757	520	1,610	2,227	837	563
Men	4,028	376	1,161	1,524	565	402
Women	1,729	144	449	703	272	161
Unemployed	265	32	102	75	27	29
Men	203	27	84	56	18	18
Women	62	*	18	19	*	11
Persons not in the Labour Force	5,525	622	1,669	1,802	918	514
Men	1,108	142	325	334	190	117
Women	4,417	480	1,344	1,468	728	397

*Less than 10,000.

90163—8½

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED JULY 18, 1964, CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over [1]	12,757	2,016	3,685	982	3,787	925	1,362
Labour Force	7,232	958	3,576	898	952	632	216
Employed	6,967	864	3,495	841	939	619	209
Unemployed	265	94	81	57	13	13	*
Not in labour force	5,525	1,058	109	84	2,835	293	1,146
Participation rate [2]							
1964, July 18	56.7	47.5	97.0	91.4	25.1	68.3	15.9
June 20	55.3	36.8	97.1	89.8	26.0	70.0	16.2
Unemployment rate [3]							
1964, July 18	3.7	9.8	2.3	6.3	1.4	2.1	*
June 20	4.0	13.9	2.3	7.1	1.4	2.2	*

[1] Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The Labour Force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED JULY 18, 1964

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	July 1964	June 1964	July 1963
Total Unemployed	265	282	293
On temporary layoff up to 30 days	16	13	15
Without work and seeking work	249	269	278
Seeking full-time work	227	246	258
Seeking part-time work	22	23	20
Seeking under 1 month	97	115	92
Seeking 1-3 months	86	73	94
Seeking 4-6 months	26	38	33
Seeking more than 6 months	40	43	59

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
May	47.9	504.9	165.7	66.7	349.3	100.3	763.1	1,652.9	215.8	1,789.4
June	48.3	513.6	169.9							1,843.2
July	49.0	500.1	172.4							1,815.8
August	48.9	513.8	181.7	91.0	417.6	103.8	780.6	1,659.3	219.5	1,861.4
September	49.1	522.9	172.5							1,889.2
October	48.7	522.4	172.8							1,879.6
November	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December	48.0	516.7	166.6							1,824.6
1964—										
January	48.5	520.7	168.6							1,816.7
February	48.8	524.8	166.2	70.0	308.9	99.7	793.3	1,730.1	220.7	1,826.2
March	48.8	529.8	165.4							1,839.5
April*	47.3	532.6	170.6							1,870.5
May†	49.2	547.8	175.5							1,939.6
Seasonally Adjusted										
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
May	47.5	499.2	164.7	77.8	347.8	100.2	762.6	1,624.4	215.6	1,773.0
June	47.3	499.8	165.3							1,780.4
July	47.5	499.1	165.2							1,784.6
August	47.8	505.3	174.5	80.6	347.0	100.8	780.0	1,671.7	217.5	1,816.8
September	48.3	508.7	168.7							1,818.9
October	48.5	513.9	170.2							1,834.1
November	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December	48.7	531.2	171.7							1,869.8
1964—										
January	49.1	536.7	173.5							1,891.3
February	49.7	538.3	172.4	80.8	391.2	102.5	812.7	1,745.6	224.2	1,902.3
March	50.1	540.0	173.5							1,906.5
April*	49.0	535.1	175.1							1,913.1
May†	48.8	541.3	174.5							1,921.6

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at May 1964 employers in the principal non-agricultural industries reported a total employment of 3,081,613. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	117.8	78.19
1961	118.1	181.8	78.11	108.9	183.9	80.73
1962	121.5	187.5	80.55	113.3	189.2	83.17
1963	124.6	194.0	83.36	116.4	196.0	86.17
1963—						
May	123.6	194.8	83.69	116.3	197.4	86.80
June	127.5	194.7	83.64	118.9	196.2	86.29
July	127.7	193.8	83.27	116.9	194.0	85.30
August	130.2	193.9	83.28	120.0	194.4	85.47
September	130.3	196.0	84.22	120.3	197.2	86.71
October	129.4	197.0	84.65	119.3	198.8	87.43
November	128.6	197.0	84.61	118.6	200.7	88.24
December	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January	123.3	198.1	85.10	117.0	202.0	88.83
February	123.0	199.6	85.74	117.7	202.4	88.98
March	123.5	198.5	85.27	118.4	202.0	88.82
April*	124.6	201.0	86.33	118.6	203.9	89.66
May†	128.9	202.0	86.80	121.3	204.9	90.10

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	May 1964	April 1964	May 1963	May 1964	April 1964	May 1963
				$	$	$
Provinces						
Newfoundland	137.0	127.8	132.8	77.14	78.98	75.19
Prince Edward Island	141.2	118.2	137.1	61.54	62.67	59.92
Nova Scotia	96.4	93.0	94.0	70.85	70.41	68.55
New Brunswick	106.0	97.1	101.4	69.23	71.30	66.69
Quebec	128.8	123.9	122.7	84.94	84.23	81.81
Ontario	132.0	129.0	126.5	90.12	89.51	87.05
Manitoba	116.0	111.3	112.2	78.58	78.62	77.45
Saskatchewan	132.7	125.4	129.3	80.68	80.37	78.29
Alberta	164.1	156.4	160.2	86.70	85.64	83.54
British Columbia	123.2	119.6	119.4	94.70	93.95	90.65
Canada	**128.9**	**124.6**	**123.7**	**86.80**	**86.33**	**83.69**
Urban areas						
St. John's	147.3	144.7	147.4	66.16	66.20	63.11
Sydney	75.8	77.0	82.4	87.08	83.31	83.18
Halifax	125.1	123.2	119.6	72.99	72.15	70.36
Moncton	107.7	104.3	103.6	66.58	67.54	63.89
Saint John	104.9	101.8	106.9	70.65	70.88	68.50
Chicoutimi—Jonquiere	117.4	113.4	107.2	104.04	105.56	100.98
Quebec	128.3	126.6	127.6	74.66	73.81	73.10
Sherbrooke	116.6	114.6	110.4	73.17	73.67	71.22
Shawinigan	105.2	103.1	100.8	93.62	92.00	94.25
Three Rivers	127.6	123.3	118.9	83.31	80.63	76.47
Drummondville	94.6	93.3	85.8	67.44	68.91	68.85
Montreal	134.7	132.8	128.7	86.74	85.69	83.36
Ottawa—Hull	142.1	137.8	137.6	80.07	79.64	77.27
Kingston	137.0	132.0	122.9	86.62	86.84	81.92
Peterborough	107.1	104.5	99.3	95.35	93.86	92.79
Oshawa	226.9	226.2	203.6	106.42	106.96	106.76
Toronto	147.1	144.9	141.2	90.69	89.92	87.73
Hamilton	125.5	122.3	117.8	96.01	94.52	92.67
St. Catharines	122.9	122.5	115.0	101.84	101.60	97.78
Niagara Falls	108.1	99.1	102.3	84.95	87.93	82.11
Brantford	90.6	90.4	88.3	84.83	83.93	81.07
Guelph	128.6	130.8	130.6	81.16	80.11	76.99
Galt	131.1	129.4	119.5	76.48	77.42	73.87
Kitchener	146.5	143.5	138.6	80.32	79.76	78.35
Sudbury	134.0	130.5	126.8	96.50	94.48	93.10
Timmins	86.7	84.5	89.3	77.33	77.47	74.53
London	148.4	144.4	142.7	83.88	82.38	79.14
Sarnia	136.2	132.1	136.2	110.01	110.53	107.94
Windsor	85.2	83.7	77.7	103.09	101.10	96.36
Sault Ste. Marie	155.8	151.4	149.9	105.74	104.45	106.75
Fort William—Port Arthur	116.3	110.3	111.1	88.64	84.21	84.20
Winnipeg	117.8	114.0	112.1	76.16	75.81	74.22
Regina	154.0	147.7	145.4	80.39	80.07	77.09
Saskatoon	149.2	144.7	145.4	76.19	74.68	73.57
Edmonton	215.5	207.8	206.4	80.39	79.78	78.68
Calgary	184.9	178.6	180.6	86.62	85.74	82.70
Vancouver	126.4	121.7	119.1	92.77	92.72	88.90
Victoria	121.1	113.3	116.9	85.38	81.57	81.82

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	May 1964	April 1964	May 1963	May 1964	April 1964	May 1963
				$	$	$
Mining	**114.7**	**111.7**	**113.7**	**105.03**	**105.08**	**101.72**
Metal mining	131.3	127.4	128.5	104.23	105.53	102.39
Gold	63.5	63.5	66.9	85.40	87.12	83.93
Other metal	194.3	186.8	185.8	109.96	111.34	108.57
Fuels	76.9	77.0	78.2	112.79	109.29	107.68
Coal	35.2	37.7	38.2	84.68	79.83	81.05
Oil and natural gas	246.0	236.6	241.1	129.09	128.35	124.90
Non-metal	151.5	142.7	151.3	96.53	96.55	90.11
Manufacturing	**121.3**	**118.6**	**116.3**	**90.10**	**89.66**	**86.73**
Durable goods	128.8	126.1	122.2	97.40	96.56	93.66
Non-durable goods	115.0	112.4	111.3	83.25	83.19	80.36
Food and beverages	117.0	109.3	116.2	78.91	79.61	76.10
Meat products	136.0	131.2	133.8	87.84	86.57	87.37
Canned and preserved fruits and vegetables	96.8	86.1	94.0	69.10	72.15	67.17
Grain mill products	95.5	94.4	91.2	87.62	86.22	84.27
Bread and other bakery products	111.9	110.8	112.2	76.19	74.55	72.49
Distilled and malt liquors	97.7	93.4	95.7	110.27	110.36	106.10
Tobacco and tobacco products	90.1	97.2	87.9	85.92	83.28	85.56
Rubber products	116.7	115.6	111.8	92.43	91.73	88.42
Leather products	88.2	88.7	87.1	60.27	60.08	56.62
Boots and shoes (except rubber)	91.4	92.3	93.1	58.02	57.93	54.17
Other leather products	82.4	82.1	76.3	64.81	64.47	62.06
Textile products (except clothing)	90.0	89.0	84.2	71.69	71.91	68.53
Cotton yarn and broad woven goods	77.6	76.9	72.7	67.95	68.81	64.61
Woollen goods	66.9	66.1	64.0	65.77	65.23	63.51
Synthetic textiles and silk	109.4	106.8	97.3	78.23	79.19	75.07
Clothing (textile and fur)	98.3	98.8	92.8	55.69	55.46	53.74
Men's clothing	104.0	104.3	97.8	54.58	54.04	52.72
Women's clothing	106.9	108.7	97.5	56.25	56.67	54.70
Knit goods	76.4	75.4	73.4	56.42	55.78	53.51
Wood products	113.0	109.8	109.9	77.43	76.96	73.63
Saw and planing mills	115.2	111.2	112.7	79.81	79.56	75.66
Furniture	123.6	122.0	117.5	74.50	73.98	71.30
Other wood products	80.9	78.8	80.6	68.88	67.23	65.79
Paper products	131.4	128.5	127.3	104.09	104.17	101.02
Pulp and paper mills	131.3	128.0	127.2	111.83	112.52	108.76
Other paper products	131.5	129.7	127.4	85.56	84.41	82.48
Printing, publishing and allied industries	127.3	126.8	126.2	97.74	97.44	93.72
Iron and steel products	121.2	119.2	115.7	102.14	100.77	98.72
Agricultural implements	74.5	74.2	75.0	109.80	107.03	105.97
Fabricated and structural steel	154.3	149.6	156.5	102.75	101.38	98.99
Hardware and tools	126.2	124.7	114.7	88.71	89.08	87.05
Heating and cooking appliances	106.8	109.3	103.0	86.43	87.60	83.43
Iron castings	108.9	107.6	102.2	97.69	97.32	93.99
Machinery, industrial machinery	143.1	141.2	135.1	99.01	98.42	93.81
Primary iron and steel	143.7	139.8	132.0	116.88	113.29	114.37
Sheet metal products	120.8	117.2	119.9	98.64	96.74	95.36
Wire and wire products	128.4	126.8	117.0	101.36	101.50	97.44
Transportation equipment	129.8	127.3	117.6	106.82	105.93	102.94
Aircraft and parts	252.0	250.1	229.0	108.04	106.57	100.98
Motor vehicles	147.9	146.1	130.1	124.26	124.09	122.62
Motor vehicle parts and accessories	157.6	156.9	133.6	103.88	103.11	99.21
Railroad and rolling stock equipment	59.2	57.7	51.9	93.07	91.13	87.14
Shipbuilding and repairing	146.5	136.9	154.0	93.64	92.22	94.39
Non-ferrous metal products	133.6	130.8	125.9	100.65	100.05	97.02
Aluminum products	148.0	145.0	141.5	96.56	96.62	94.12
Brass and copper products	117.4	115.9	107.2	97.03	97.34	92.12
Smelting and refining	144.8	140.4	137.6	110.54	109.42	106.30
Electrical apparatus and supplies	157.9	156.4	153.2	94.22	94.35	91.11
Heavy electrical machinery	118.2	117.9	114.6	102.96	102.05	98.78
Telecommunication equipment	276.3	274.7	275.9	89.47	89.40	87.65
Non-metallic mineral products	159.6	151.1	155.4	95.11	93.19	91.65
Clay products	93.1	88.6	91.3	84.77	84.61	82.66
Glass and glass products	178.6	173.8	177.3	90.79	90.21	87.29
Products of petroleum and coal	144.5	139.7	142.7	131.18	130.64	126.39
Petroleum refining and products	147.0	142.3	145.0	132.40	131.89	127.46
Chemical products	140.9	138.3	137.4	104.79	104.94	101.10
Medicinal and pharmaceutical preparations	128.4	127.5	124.9	93.28	92.82	89.58
Acids, alkalis and salts	158.7	154.9	160.7	117.91	116.98	112.50
Other chemical products	139.7	137.0	135.0	103.79	104.39	100.44
Miscellaneous manufacturing industries	161.7	158.7	151.2	79.49	78.92	75.94
Construction	**128.0**	**114.4**	**126.7**	**95.51**	**93.62**	**90.55**
Building and general engineering	128.4	118.3	124.4	101.43	100.18	97.36
Highways, bridges and streets	127.4	108.0	130.6	85.66	81.78	79.89
Electric and motor transportation	**149.3**	**147.0**	**144.3**	**92.63**	**90.47**	**88.52**
Service	**182.2**	**175.7**	**165.1**	**61.08**	**61.08**	**59.06**
Hotels and restaurants	154.7	148.4	142.0	46.01	46.40	44.66
Laundries and dry cleaning plants	157.1	154.3	140.2	54.58	54.30	52.82
Industrial composite	**128.9**	**124.6**	**123.7**	**86.80**	**86.33**	**83.69**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly-Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* (DBS)

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	May 1964	April 1964	May 1963	May 1964	April 1964	May 1963
				$	$	$
Newfoundland	39.6	41.8	42.9	1.74	1.74	1.60
Nova Scotia	41.7	41.4	41.6	1.72	1.74	1.67
New Brunswick	41.6	41.6	41.7	1.62	1.72	1.59
Quebec	42.1	41.8	41.8	1.81	1.81	1.75
Ontario	41.5	41.3	41.3	2.13	2.12	2.06
Manitoba	40.3	40.1	40.2	1.84	1.82	1.81
Saskatchewan	39.5	39.3	39.1	2.09	2.09	2.02
Alberta (includes Northwest Territories)	40.6	40.1	39.6	2.10	2.08	2.03
British Columbia (includes Yukon Territory)	38.8	38.0	38.2	2.44	2.43	2.35

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1964	Apr. 1964	May 1963	May 1964	Apr. 1964	May 1963	May 1964	Apr. 1964	May 1963
				$	$	$	$	$	$
Mining	**42.0**	**42.0**	**42.2**	**2.30**	**2.29**	**2.22**	**96.58**	**96.05**	**93.83**
Metal mining	41.5	42.0	42.2	2.37	2.37	2.30	98.54	99.58	97.08
Gold	42.3	43.3	43.5	1.87	1.86	1.80	78.99	80.77	78.33
Other metal	41.2	41.6	41.7	2.55	2.55	2.49	104.95	105.97	103.93
Fuels	42.7	40.3	41.7	2.17	2.12	2.10	94.47	85.21	87.65
Coal	43.4	40.7	42.3	1.90	1.91	1.88	82.65	77.77	79.28
Oil and natural gas	41.4	39.4	40.6	2.67	2.57	2.54	110.29	101.39	103.29
Non-metal	43.6	43.3	42.7	2.12	2.13	2.04	92.41	92.21	87.08
Manufacturing	**41.4**	**41.1**	**41.2**	**2.02**	**2.01**	**1.95**	**83.55**	**82.75**	**80.25**
Durable goods	42.1	41.7	41.7	2.19	2.17	2.11	91.97	90.69	88.19
Non-durable goods	40.8	40.6	40.6	1.85	1.85	1.79	75.21	74.86	72.50
Food and beverages	41.0	40.5	41.1	1.76	1.78	1.69	72.00	72.04	69.60
Meat products	41.2	40.2	41.6	2.01	2.01	2.01	82.78	81.06	83.70
Canned and preserved fruits and vegetables	40.2	39.7	38.7	1.49	1.55	1.45	59.72	61.47	56.12
Grain mill products	42.7	41.8	43.0	1.94	1.93	1.86	82.83	80.67	79.88
Bread and other bakery products	41.2	40.5	41.5	1.72	1.70	1.61	70.82	68.67	66.97
Distilled liquors	41.1	40.7	40.6	2.34	2.35	2.27	96.02	95.55	92.04
Malt liquors	39.6	38.8	39.9	2.54	2.56	2.46	100.71	99.44	98.02
Tobacco and tobacco products	37.3	38.8	38.4	2.13	1.98	2.10	79.56	76.78	80.54
Rubber products	42.1	41.7	42.0	2.06	2.05	1.98	86.53	85.38	83.10
Leather products	39.8	40.0	39.2	1.38	1.37	1.32	55.05	55.05	51.57
Boots and shoes (except rubber)	39.4	39.6	38.6	1.35	1.33	1.28	53.06	52.88	49.27
Other leather products	40.5	40.9	40.3	1.46	1.46	1.41	59.10	59.53	56.77
Textile products (except clothing)	42.5	42.7	42.4	1.53	1.53	1.46	64.89	65.25	62.00
Cotton yarn and broad woven goods	41.7	42.2	40.3	1.51	1.53	1.49	63.19	64.53	60.09
Woollen goods	43.0	42.9	43.2	1.41	1.41	1.35	60.47	60.32	58.33
Synthetic textiles and silk	42.9	43.3	43.6	1.64	1.65	1.56	70.41	71.63	67.88
Clothing (textile and fur)	38.6	38.5	38.2	1.31	1.31	1.26	50.48	50.29	48.15
Men's clothing	38.5	38.3	37.9	1.30	1.30	1.26	50.12	49.64	47.61
Women's clothing	36.6	36.6	36.3	1.40	1.40	1.34	51.27	51.47	48.77
Knit goods	41.7	41.6	41.1	1.22	1.22	1.18	50.81	50.78	48.69
*Wood products	42.0	41.4	41.1	1.76	1.76	1.70	73.73	73.10	70.02
Saw and planing mills	41.5	40.8	40.3	1.87	1.89	1.81	77.42	76.99	73.19
Furniture	42.8	42.6	42.7	1.60	1.59	1.54	68.47	67.88	65.60
Other wood products	43.2	42.6	42.4	1.48	1.44	1.43	63.84	61.30	60.46
Paper products	42.0	41.8	41.7	2.34	2.35	2.28	98.38	98.19	95.15
Pulp and paper mills	42.1	42.1	41.8	2.51	2.53	2.46	105.88	106.32	102.61
Other paper products	41.6	41.1	41.5	1.89	1.87	1.81	78.44	76.77	75.31
Printing, publishing and allied industries	39.0	38.7	38.8	2.50	2.48	2.40	97.52	96.15	93.23
*Iron and steel products	42.1	41.7	41.7	2.32	2.30	2.26	97.66	95.85	94.16
Agricultural implements	42.3	41.4	42.0	2.45	2.42	2.38	103.69	100.24	99.92
Fabricated and structural steel	42.5	41.2	41.5	2.23	2.24	2.19	94.59	92.28	90.76
Hardware and tools	43.3	43.6	43.1	1.91	1.91	1.87	82.92	83.26	80.68
Heating and cooking appliances	40.1	41.0	40.0	1.99	1.98	1.89	80.00	81.39	75.54
Iron castings	42.5	42.6	42.3	2.23	2.22	2.13	94.92	94.43	90.18
Machinery, industrial	43.0	42.9	42.1	2.17	2.17	2.11	93.29	93.00	88.66
Primary iron and steel	41.6	40.4	41.1	2.72	2.68	2.69	112.95	108.44	110.66
Sheet metal products	41.9	41.0	41.7	2.23	2.20	2.17	93.27	90.32	90.22
Wire and wire products	43.1	43.2	42.3	2.26	2.26	2.17	97.25	97.59	91.94
*Transportation equipment	42.5	42.4	42.6	2.39	2.38	2.31	101.67	100.69	98.28
Aircraft and parts	42.4	41.7	41.4	2.34	2.31	2.21	99.28	96.28	91.64
Motor vehicles	44.4	44.7	45.5	2.67	2.68	2.59	118.72	119.63	117.69
Motor vehicle parts and accessories	42.6	42.5	42.5	2.34	2.32	2.24	99.65	98.48	95.13
Railroad and rolling stock equipment	41.2	40.5	39.9	2.22	2.21	2.14	91.29	89.25	85.35
Shipbuilding and repairing	40.4	40.8	41.7	2.27	2.21	2.25	91.79	89.93	93.75
*Non-ferrous metal products	41.2	40.9	40.8	2.27	2.26	2.21	93.62	92.31	90.16
Aluminum products	41.9	41.6	41.4	2.05	2.06	2.00	85.77	85.61	83.01
Brass and copper products	42.6	42.2	41.3	2.18	2.17	2.09	92.75	91.53	86.44
Smelting and refining	40.7	40.2	40.4	2.52	2.51	2.46	102.56	100.85	99.37
*Electrical apparatus and supplies	40.9	41.0	40.6	2.00	2.00	1.95	81.84	82.19	79.07
Heavy electrical machinery and equipment	41.7	41.5	41.0	2.25	2.25	2.19	93.90	93.22	89.63
Telecommunication equipment	39.8	39.8	40.0	1.76	1.75	1.74	69.87	69.77	69.75
Refrigerators, vacuum cleaners and appliances	40.2	40.9	39.9	2.08	2.10	2.03	83.70	85.88	80.86
Wire and cable	41.7	42.1	42.2	2.23	2.23	2.17	92.98	93.86	91.59
Miscellaneous electrical products	41.4	41.5	40.6	1.90	1.91	1.84	78.76	79.30	74.74
*Non-metallic mineral products	43.8	42.4	43.7	2.05	2.04	1.97	89.93	86.32	85.93
Clay products	42.6	42.4	42.8	1.86	1.83	1.79	79.17	77.50	76.79
Glass and glass products	41.2	41.0	41.4	2.07	2.05	1.98	85.22	84.33	82.11
Products of petroleum and coal	41.7	41.8	41.8	2.86	2.84	2.74	118.92	118.83	114.62
Chemical products	41.4	41.4	41.1	2.23	2.23	2.16	92.21	92.14	88.73
Medicinal and pharmaceutical preparations	39.7	39.4	39.6	1.74	1.74	1.69	69.16	68.77	66.81
Acids, alkalis and salts	41.5	41.1	40.3	2.57	2.55	2.50	106.53	104.94	100.88
Miscellaneous manufacturing industries	41.6	41.2	41.4	1.66	1.65	1.60	69.06	68.16	66.23
Professional and scientific equipment	41.3	40.8	40.5	1.96	1.94	1.95	81.15	79.21	78.86
Construction	**42.0**	**40.1**	**41.3**	**2.22**	**2.25**	**2.13**	**93.36**	**90.36**	**88.04**
Building and general engineering	41.0	40.0	40.7	2.42	2.44	2.32	99.35	97.38	94.49
Highways, bridges and streets	43.8	40.4	42.4	1.87	1.86	1.80	82.01	75.34	76.31
Electric and motor transportation	**45.0**	**43.8**	**44.3**	**2.07**	**2.06**	**2.01**	**93.11**	**90.25**	**89.14**
Service	**37.1**	**37.1**	**38.1**	**1.21**	**1.20**	**1.14**	**44.75**	**44.58**	**43.56**
Hotels and restaurants	36.3	36.5	37.6	1.17	1.16	1.10	42.43	42.53	41.50
Laundries and dry cleaning plants	40.7	40.6	40.8	1.14	1.14	1.08	46.24	46.07	44.08

*Durable manufactured goods industries.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—May	41.2	1.95	80.25	192.3	144.8
June	40.9	1.94	79.64	190.8	142.9
July	40.7	1.93	78.38	187.8	140.2
August	40.9	1.93	78.82	188.8	141.6
September	41.3	1.94	80.29	192.4	144.0
October	41.4	1.96	80.93	193.9	144.7
November	41.5	1.98	81.91	196.2	146.2
December	38.0	2.02	76.53	183.3	136.6
1964—January	41.2	1.99	81.99	196.4	146.0
February	41.2	1.99	82.03	196.5	146.0
March	40.7	2.01	81.84	196.1	145.2
April*	41.1	2.01	82.75	198.3	146.9
May†	41.4	2.02	83.55	200.2	147.9

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 91, January issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
July 1959	14,235	14,317	28,552	185,527	106,965	292,492
July 1960	14,673	12,594	27,267	242,582	128,062	370,644
July 1961	15,880	14,732	30,612	246,016	117,993	364,009
July 1962	22,872	17,895	40,767	224,452	113,407	337,859
July 1963	22,720	19,096	41,816	241,035	122,350	363,385
August 1963	25,610	23,933	49,543	208,509	106,482	314,991
September 1963	24,950	22,037	46,987	187,793	99,162	286,955
October 1963	24,210	20,861	45,071	219,966	106,320	326,286
November 1963	30,090	22,737	52,827	285,688	117,689	403,377
December 1963	18,913	15,351	34,264	432,390	131,532	563,922
January 1964	19,737	15,658	35,395	498,726	153,661	652,387
February 1964	18,323	17,154	35,477	508,125	154,378	662,503
March 1964	23,470	18,805	42,275	511,312	149,296	660,608
April 1964	28,985	22,337	51,322	445,744	141,472	587,216
May 1964	30,955	23,676	54,631	319,268	126,509	445,777
June 1964(1)	28,693	21,359	50,052	266,490	140,069	406,559
July 1964(1)	29,923	19,676	49,599	233,564	128,799	362,363

(1)Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH, JUNE 1963—JUNE 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—June	210,727	96,469	77,847	43,687	67,482	34,041
1963—July	235,602	110,746	86,824	50,519	73,561	41,398
August	198,464	94,109	87,258	54,999	70,874	41,013
September	208,088	93,497	99,517	48,816	87,392	38,693
October	240,358	99,236	92,448	44,154	75,313	30,894
November	279,655	102,499	90,258	39,410	73,086	27,230
December	361,520	102,561	67,736	39,222	65,920	38,947
1964—January	291,457	106,810	61,876	34,850	49,017	24,454
February	214,467	78,941	55,008	32,358	44,376	22,297
March	215,718	74,565	66,580	34,818	50,178	24,578
April	236,915	88,740	95,252	43,563	75,095	29,285
May	207,806	88,218	95,076	44,484	78,405	31,264
June(1)	234,674	109,636	87,592	47,201	74,485	34,649

(1)Preliminary.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING JUNE 1964[1]

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from June 1963
Agriculture, Fishing, Trapping	**9,668**	**4,420**	**14,088**	**− 2,775**
Forestry	**4,257**	**37**	**4,294**	**+ 373**
Mining, Quarrying and Oil Wells	**1,093**	**63**	**1,156**	**+ 43**
Metal Mining	558	11	569	+ 75
Fuels	120	31	151	− 93
Non-Metal Mining	225	1	226	− 3
Quarrying, Clay and Sand Pits	105	5	110	+ 43
Prospecting	85	15	100	+ 21
Manufacturing	**16,540**	**8,034**	**24,574**	**+ 2,959**
Foods and Beverages	2,006	1,647	3,653	− 120
Tobacco and Tobacco Products	20	48	68	+ 52
Rubber Products	132	78	210	+ 14
Leather Products	308	357	665	+ 32
Textile Products (except clothing)	583	428	1,011	+ 63
Clothing (textile and fur)	503	1,800	2,303	− 26
Wood Products	2,419	239	2,658	+ 470
Paper Products	1,339	420	1,759	+ 494
Printing, Publishing and Allied Industries	545	551	1,096	+ 174
Iron and Steel Products	3,161	411	3,572	+ 568
Transportation Equipment	2,478	261	2,739	+ 805
Non-Ferrous Metal Products	628	208	836	− 104
Electrical Apparatus and Supplies	559	663	1,222	+ 71
Non-Metallic Mineral Products	638	109	747	+ 104
Products of Petroleum and Coal	52	10	62	− 13
Chemical Products	633	285	918	+ 120
Miscellaneous Manufacturing Industries	536	519	1,055	+ 255
Construction	**12,389**	**256**	**12,645**	**+ 765**
General Contractors	8,326	172	8,498	+ 566
Special Trade Contractors	4,063	84	4,147	+ 199
Transportation, Storage and Communication	**6,570**	**415**	**6,985**	**+ 1,209**
Transportation	5,980	216	6,196	+ 1,246
Storage	488	60	548	+ 176
Communication	102	139	241	− 213
Public Utility Operation	**362**	**56**	**418**	**+ 55**
Trade	**9,575**	**4,927**	**14,502**	**+ 2,383**
Wholesale	3,902	1,125	5,027	+ 517
Retail	5,673	3,802	9,475	+ 1,866
Finance, Insurance and Real Estate	**700**	**1,258**	**1,958**	**+ 190**
Service	**13,331**	**15,183**	**28,514**	**+ 2,409**
Community or Public Service	1,041	1,570	2,611	+ 583
Government Service	4,069	1,353	5,422	− 203
Recreation Service	1,030	202	1,232	− 162
Business Service	1,621	759	2,380	+ 631
Personal Service	5,570	11,299	16,869	+ 1,560
GRAND TOTAL	**74,485**	**34,649**	**109,134**	**+ 7,611**

[1]Preliminary.

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT JUNE 30, 1964[1]

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers	8,909	2,442	11,351
Clerical Workers	22,083	50,929	73,012
Sales Workers	8,091	18,337	26,428
Personal & Domestic Service Workers	28,850	24,783	53,633
Seamen	1,110	31	1,141
Agriculture, Fishing, Forestry (Ex. log.)	6,492	1,033	7,525
Skilled and Semi-Skilled Workers	89,797	14,046	103,843
Food and kindred products (incl. tobacco)	796	407	1,203
Textiles, clothing, etc.	2,060	8,624	10,684
Lumber and lumber products	8,662	86	8,748
Pulp, paper (incl. printing)	1,000	377	1,377
Leather and leather products	714	750	1,464
Stone, clay & glass products	212	24	236
Metalworking	9,197	804	10,001
Electrical	2,281	734	3,015
Transportation equipment	291	64	355
Mining	933	—	933
Construction	19,937	3	19,940
Transportation (except seamen)	16,785	79	16,864
Communications & public utility	492	1	493
Trade and service	4,365	1,132	5,497
Other skilled and semi-skilled	14,293	706	14,999
Foremen	1,832	236	2,068
Apprentices	5,947	19	5,966
Unskilled Workers	101,158	28,468	129,626
Food and tobacco	3,945	6,098	10,043
Lumber & lumber products	7,612	299	7,911
Metalworking	3,104	458	3,562
Construction	40,736	2	40,738
Other unskilled workers	45,761	21,611	67,372
GRAND TOTAL	266,490	140,069	406,559

[1]Preliminary.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT JUNE 30, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations	
	(1) June 30, 1964	Previous Year June 28, 1963
Newfoundland	**10,460**	**10,605**
Corner Brook	2,271	1,839
Grand Falls	860	827
St. John's	7,329	7,939
Prince Edward Island	**1,434**	**1,576**
Charlottetown	767	859
Summerside	667	717
Nova Scotia	**14,726**	**14,605**
Amherst	735	630
Bridgewater	618	555
Halifax	4,594	4,632
Inverness	180	157
Kentville	1,020	1,261
Liverpool	348	359
New Glasgow	1,150	1,757
Springhill	356	512
Sydney	3,515	2,667
Sydney Mines	584	496
Truro	808	841
Yarmouth	818	738
New Brunswick	**14,139**	**12,985**
Bathurst	1,528	1,014
Campbellton	1,254	823
Edmundston	872	657
Fredericton	1,411	1,592
Minto	241	439
Moncton(2)	3,157	2,946
Newcastle	1,256	1,135
Saint John	2,970	2,754
St. Stephen	767	881
Sussex	208	260
Woodstock	475	484
Quebec	**135,830**	**130,374**
Alma	1,628	1,688
Asbestos	356	337
Baie Comeau	570	340
Beauharnois	1,421	1,133
Buckingham	533	714
Causapscal	954	1,112
Chandler	1,048	1,107
Chicoutimi	1,953	2,200
Cowansville	367	293
Dolbeau	1,323	1,295
Drummondville	1,468	1,638
Farnham	293	498
Forestville	365	353
Gaspé	869	942
Granby	1,530	1,649
Hull	2,434	2,236
Joliette	6,920	4,039
Jonquière	2,783	2,546
Lachute	432	518
Lac Mégantic	540	561
La Malbaie	840	744
La Tuque	554	719
Lévis	2,603	1,699
Louiseville	483	573
Magog	435	444
Maniwaki	449	449
Matane	775	1,098
Mont-Laurier	617	453
Montmagny	913	810
Montréal	53,590	52,212
New Richmond	874	710
Port Alfred	556	845
Québec	10,382	9,730
Rimouski	1,691	1,694
Rivière-du-Loup	2,166	1,595
Roberval	1,386	1,327
Rouyn	2,273	2,528
Ste-Agathe-des-Monts	366	329
Ste-Anne-de-Bellevue	808	712
Ste-Thérèse	1,645	1,522
St-Hyacinthe	1,171	1,295
St-Jean	2,376	2,231
St-Jérôme	1,247	1,374
Sept-Îles	1,240	1,198
Shawinigan	2,921	2,730
Quebec—Concluded		
Sherbrooke	3,853	3,859
Sorel	1,139	1,186
Thetford Mines	1,627	1,408
Trois-Rivières	3,185	3,513
Val d'Or	1,252	1,611
Valleyfield	1,186	1,929
Victoriaville	1,599	1,270
Ville St. Georges	1,841	1,378
Ontario	**130,131**	**126,481**
Arnprior	217	219
Barrie	1,029	778
Belleville	1,523	1,385
Bracebridge	302	518
Brampton	1,264	1,163
Brantford	1,977	1,768
Brockville	406	425
Carleton Place	300	264
Chatham	2,799	2,185
Cobourg	932	675
Collingwood	479	440
Cornwall	2,525	2,345
Elliot Lake	321	306
Fort Erie	361	506
Fort Frances	316	273
Fort William	1,096	1,629
Galt	727	751
Gananoque	244	168
Goderich	310	289
Guelph	1,154	980
Hamilton	8,127	8,703
Hawkesbury	392	352
Kapuskasing	522	922
Kenora	302	367
Kingston	1,935	1,865
Kirkland Lake	524	621
Kitchener	2,110	2,097
Leamington	668	929
Lindsay	560	475
Listowel	188	174
London	3,690	3,786
Long Branch	3,909	3,035
Midland	262	369
Napanee	312	278
New Liskeard	478	267
Newmarket	858	923
Niagara Falls	1,536	1,328
North Bay	1,135	1,102
Oakville	502	512
Orillia	590	775
Oshawa	4,563	4,500
Ottawa	4,[illegible]0	5,925
Owen Sound	1,037	968
Parry Sound	206	245
Pembroke	732	859
Perth	350	458
Peterborough	2,238	2,114
Picton	187	141
Port Arthur	2,006	1,989
Port Colborne	516	650
Prescott	554	465
Renfrew	278	339
St. Catharines	3,903	2,767
St. Thomas	792	747
Sarnia	2,709	1,873
Sault Ste. Marie	2,019	1,990
Simcoe	855	1,113
Smiths Falls	370	382
Stratford	561	415
Sturgeon Falls	372	549
Sudbury	3,423	4,095
Tillsonburg	497	548
Timmins	1,356	1,365
Toronto	33,739	32,350
Trenton	822	893
Walkerton	426	389
Wallaceburg	265	265
Welland	2,317	2,054
Weston	3,308	3,224
Windsor	7,458	6,290
Woodstock	570	572

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT JUNE 30, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) June 30, 1964	Previous Year June 28, 1963		(1) June 30, 1964	Previous Year June 28, 1963
Manitoba	**18,950**	**16,701**	**British Columbia**	**47,744**	**42,359**
Brandon	1,190	1,150	Chilliwack	1,666	960
Dauphin	627	717	Courtenay	517	522
Flin Flon	176	196	Cranbrook	617	517
Portage la Prairie	515	445	Dawson Creek	969	1,067
The Pas	302	251	Duncan	538	530
Winnipeg	16,140	13,942	Kamloops	1,756	876
			Kelowna	1,129	728
Saskatchewan	**9,598**	**9,682**	Mission City	717	840
Estevan	123	173	Nanaimo	727	738
Lloydminster	135	195	Nelson	633	553
Moose Jaw	935	833	New Westminster	6,120	5,914
North Battleford	571	501	Penticton	1,029	728
Prince Albert	1,111	1,240	Port Alberni	1,139	584
Regina	2,455	2,725	Prince George	1,881	1,280
Saskatoon	2,982	2,552	Prince Rupert	1,143	800
Swift Current	284	337	Quesnel	735	559
Weyburn	201	158	Trail	727	690
Yorkton	801	968	Vancouver	21,573	20,062
			Vernon	995	751
Alberta	**23,547**	**23,804**	Victoria	2,749	2,883
Blairmore	396	345	Whitehorse	444	296
Calgary	7,166	8,254			
Drumheller	218	292	**CANADA**	**406,559**	**389,172**
Edmonton	11,506	10,819			
Edson	255	195	Males	266,490	261,541
Grande Prairie	856	930			
Lethbridge	1,327	1,215			
Medicine Hat	856	868			
Red Deer	967	886	Females	140,069	127,631

(1) Preliminary subject to revision.

(2) Includes 154 registrations reported by the Magdalen Islands local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 86, January issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1964—April	4,272,000	3,774,300	497,700
March	4,349,000	3,751,700	597,300
February	4,340,000	3,732,900	607,100
January	4,337,000	3,738,400	598,600
1963—December	4,331,000	3,798,700	532,300
November	4,191,000	3,887,600	303,400
October	4,120,000	3,901,100	218,900
September	4,114,000	3,927,700	186,300
August	4,125,000	3,932,500	192,500
July	4,078,000	3,859,000	219,000
June	4,068,000	3,847,700	220,300
May	3,996,000	3,725,100	270,900
April	4,173,000	3,607,100	565,900

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, MAY 29, 1964

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1–4	5–13	14–26	27 or more*	April 30 1964	May 31 1963
CANADA	250,054	83,474	80,434	61,330	24,816	497,745	270,892
Male	171,311	58,821	57,880	40,775	13,835	380,643	185,998
Female	78,743	24,653	22,554	20,555	10,981	117,102	84,894
Newfoundland	8,568	2,054	2,930	2,827	757	27,229	8,518
Male	7,289	1,735	2,627	2,403	524	25,120	7,611
Female	1,279	319	303	424	233	2,109	907
Prince Edward Island	916	201	280	301	134	4,624	1,101
Male	639	131	216	205	87	3,863	740
Female	277	70	64	96	47	761	361
Nova Scotia	13,660	3,677	4,475	4,117	1,391	32,109	14,277
Male	10,600	2,958	3,503	3,212	927	27,105	11,157
Female	3,060	719	972	905	464	5,004	3,120
New Brunswick	11,790	2,869	4,560	3,192	1,169	32,197	13,558
Male	9,247	2,270	3,909	2,422	646	27,073	10,640
Female	2,543	599	651	770	523	5,124	2,918
Quebec	80,794	28,579	26,531	18,354	7,330	158,861	86,284
Male	58,640	21,129	29,065	13,302	4,144	126,956	62,054
Female	22,154	7,450	6,466	5,052	3,186	31,905	24,230
Ontario	70,727	24,630	20,973	17,410	7,714	129,831	81,248
Male	41,287	14,632	12,661	9,838	4,156	87,131	50,045
Female	29,440	9,998	8,312	7,572	3,558	42,700	31,203
Manitoba	11,434	2,840	3,975	3,371	1,248	23,533	12,820
Male	7,650	1,924	2,791	2,187	748	18,226	8,546
Female	3,784	916	1,184	1,184	500	5,307	4,274
Saskatchewan	5,468	1,311	1,589	1,605	963	14,178	6,138
Male	3,522	962	1,157	1,100	303	10,884	3,835
Female	1,946	349	432	505	660	3,294	2,303
Alberta	17,197	5,466	5,803	4,472	1,456	29,502	17,231
Male	12,797	4,210	4,708	3,038	841	23,428	12,037
Female	4,400	1,256	1,095	1,434	615	6,074	5,194
British Columbia	29,500	11,847	9,318	5,681	2,654	45,681	29,717
Male	19,640	8,870	6,243	3,068	1,459	30,857	19,333
Female	9,860	2,977	3,078	2,613	1,195	14,824	10,384

* The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, MAY 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	3,106	2,702	404	4,006	3,171	835	1,008
Prince Edward Island	438	352	86	516	435	81	109
Nova Scotia	4,846	3,272	1,574	5,363	4,395	968	1,218
New Brunswick	4,251	3,413	838	4,880	4,134	746	1,263
Quebec	37,421	24,709	12,712	40,672	31,674	8,998	11,892
Ontario	30,379	20,767	9,612	32,884	24,119	8,765	9,667
Manitoba	3,826	2,982	844	4,219	3,234	985	979
Saskatchewan	1,802	1,460	342	2,336	1,747	589	390
Alberta	5,543	4,193	1,350	7,318	5,404	1,914	1,556
British Columbia (incl. Yukon Territory)	13,570	9,399	4,171	13,884	10,145	3,739	4,649
Total, Canada, May 1964	105,182	73,249	31,933	116,078	88,458	27,620	32,731
Total, Canada, April 1964	175,430	127,282	48,148	197,150	164,891	32,259	43,627
Total, Canada, May 1963	122,911	85,696	37,215	137,289	106,845	30,444	31,589

* In addition, revised claims received numbered 33,086.

† In addition, 34,197 revised claims were disposed of. Of these, 3,039 were special requests not granted and 2,018 appeals by claimants. There were 7,376 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, MAY 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	79,240	1,994,406
Prince Edward Island	11,260	244,859
Nova Scotia	76,205	1,672,432
New Brunswick	81,574	1,891,493
Quebec	440,973	10,870,868
Ontario	348,843	8,423,407
Manitoba	66,296	1,601,977
Saskatchewan	35,326	848,430
Alberta	79,159	2,021,084
British Columbia (including Yukon Territory)	142,275	3,548,318
Total, Canada, May 1964	1,361,151	33,117,274
Total, Canada, April 1964	2,132,051	52,582,772
Total, Canada, May 1963	1,705,628	41,146,612

* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

Table E-5—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD 1 JULY 1941 TO 31 MARCH 1964

SOURCE: Unemployment Insurance Commission

FISCAL YEAR ENDED MARCH 31	REVENUE							EXPENDITURE			BALANCE
	CONTRIBUTIONS (Gross less refunds)		Penalties	Interest on Investments	Profit or loss on Sale of Securities	Less Interest Paid on Loans	TOTAL NET REVENUE	BENEFIT PAYMENTS			BALANCE IN FUND
	Employer & Employee	Government						Ordinary	Seasonal	Total	
	$	$	$	$	$	$	$	$	$	$	$
To 1956	1,569,863,590.12	313,982,080.41	250,317.92	195,986,733.10	P. 1,109,057.58	.....	2,081,191,779.13	1,137,191,123.43	(2)89,802,137.11	1,226,993,260.54	854,198,518.59
1957	188,001,489.34	37,587,449.77	43,826.63	27,063,498.80	L. 1,024,412.77	.....	251,671,851.77	201,196,193.03	30,099,525.67	231,295,718.70	874,574,651.66
1958	192,395,408.61	38,484,149.23	46,685.92	27,957,894.99	L. 4,182,335.04	.....	254,701,803.71	327,907,809.48	57,168,521.02	385,076,330.50	744,200,124.87
1959	185,487,041.58	37,097,408.31	47,735.63	21,725,096.30	L.10,115,171.51	.....	234,242,110.31	362,155,761.67	116,475,316.00	478,631,077.67	499,811,157.51
1960	228,615,701.68	45,723,140.33	51,775.86	16,854,856.16	L. 8,413,691.50	1,516,639.71	281,315,142.82	320,969,852.46	94,264,214.92	415,234,067.38	365,892,232.95
1961	275,272,961.38	55,054,592.27	62,793.32	9,979,811.57	L. 7,268,567.88	403,246.60	332,698,344.06	406,727,775.91	107,177,948.44	513,905,724.35	184,684,852.66
1962	277,788,764.47	55,557,752.89	90,050.21	6,799,614.50	L. 622,423.70	2,961,119.85	336,652,638.52	352,328,227.31	102,411,212.08	454,739,439.39	66,598,051.79
1963	286,430,081.73	57,286,016.34	103,483.30	2,466,366.38	.....	.....	346,285,947.75	318,119,374.19	85,071,797.00	403,191,171.19	9,692,828.35
TOTAL	3,203,855,038.91	640,772,589.55	696,668.79	308,833,871.80	L. 30,517,544.82	4,881,006.16	4,118,759,618.07	3,426,596,117.48	682,470,672.24	4,109,066,789.72	9,692,828.35
April	20,421,120.80	4,095,817.08	8,122.25	7,371.57	.....	17,448.63	24,514,983.07	38,550,579.85	19,032,520.11	57,583,099.96	DR23,375,288.54
May	22,843,281.96	4,574,760.37	10,449.26	.....	.....	88,301.36	27,340,190.23	27,035,603.89	14,111,019.38	41,146,623.27	DR37,181,721.58
June	23,732,647.95	4,739,761.50	7,345.68	.....	.....	88,273.96	28,391,481.17	15,673,021.44	313,874.00	15,986,895.44	DR24,777,135.85
July	26,539,760.51	5,305,988.70	7,966.03	.....	.....	41,986.29	31,811,728.95	15,465,407.60	40,786.00	15,506,193.60	DR 8,471,600.50
August	24,632,727.03	4,928,629.76	7,557.92	12,474.31	.....	1,887.00	29,579,502.02	13,993,786.69	13,250.00	14,007,036.69	7,100,864.83
September	24,707,772.68	4,938,243.73	8,561.70	63,592.46	.....	.....	29,718,170.57	12,520,756.72	6,870.00	12,527,626.72	24,291,408.68
October	25,685,912.97	5,139,272.24	10,217.33	127,684.92	.....	.....	30,963,087.46	13,984,781.92	4,670.00	13,989,451.92	41,265,044.22
November	25,121,029.71	5,026,037.89	9,806.67	179,743.14	.....	.....	30,336,617.41	15,464,798.53	2,527.00	15,467,325.53	56,134,336.10
December	26,272,508.07	5,252,806.67	10,718.39	214,585.62	.....	.....	31,750,618.75	24,897,717.23	4,462,798.37	29,360,515.60	58,524,439.25
January	25,453,896.10	5,092,385.31	8,778.16	227,351.03	.....	.....	30,782,410.60	35,653,426.00	10,758,219.40	46,411,645.40	42,895,204.45
February	23,970,052.92	4,793,186.10	10,389.04	150,068.50	.....	.....	28,923,696.56	36,582,991.86	13,544,429.16	50,127,421.02	21,691,479.99
March	27,205,018.00	5,430,256.39	10,079.06	78,929.80	.....	.....	32,724,283.25	37,689,906.70	15,850,976.43	53,540,883.13	874,880.11
Sub-Total	(1)296,585,728.70	59,317,145.74	109,991.49	1,061,801.35	.....	237,897.24	356,836,770.04	287,512,778.43	78,141,939.85	365,654,718.28	874,880.11
TOTAL	3,500,440,767.61	700,089,735.29	806,660.28	309,895,673.15	L.30,517,544.82	5,118,903.40	4,475,596,388.11	3,714,108,895.91	760,612,612.09	4,474,721,508.00	874,880.11

(1) STAMPS $103,772,363.40 METERS $16,248,621.67 BULK $176,564,743.63 TOTAL $296,585,728.70

(2) SUPPLEMENTARY BENEFITS TO 31 DECEMBER 1955.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949–100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1963—June	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2

NOTE: 1959 and 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JUNE 1964

(1949-100)

—	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and Alcohol
	June 1963	May 1964	June 1964							
St. John's, Nfld.(1)	120.0	121.0	121.0	116.9	116.0	114.2	121.2	164.4	148.7	108.8
Halifax	132.0	131.8	132.2	128.2	133.4	129.0	135.7	167.5	169.4	124.6
Saint John	134.1	134.4	134.8	133.4	133.1	126.7	140.8	187.0	154.0	124.5
Montreal	132.8	134.3	135.2	139.2	135.5	110.9	159.0	174.9	150.5	123.7
Ottawa	133.8	135.5	135.9	134.0	137.1	123.7	157.2	170.6	147.9	125.3
Toronto	134.6	136.4	137.1	131.4	140.7	125.0	140.7	165.0	187.7	123.2
Winnipeg	130.1	132.1	132.4	131.8	128.8	125.2	135.7	182.4	142.3	127.2
Saskatoon-Regina	128.4	129.3	129.8	129.9	128.0	131.4	134.4	147.8	146.8	119.9
Edmonton-Calgary	127.6	127.8	128.1	124.5	126.8	128.1	129.1	169.9	145.1	119.7
Vancouver	131.8	132.7	132.7	130.7	135.3	122.0	139.8	155.3	151.2	121.7

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 540, June issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964

Month of Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959	201	216	95,120	2,226,890	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,140	0.07
1963 June	43	65	7,442	78,420	0.07
July	32	66	17,647	181,910	0.15
August	31	58	11,882	75,130	0.07
September	31	64	9,643	87,760	0.08
October	51	83	26,625	143,980	0.12
November	11	42	5,761	46,560	0.04
December	11	29	4,218	35,770	0.03
*1964 January	13	29	1,756	21,730	0.02
February	24	46	7,957	82,410	0.08
March	24	50	7,142	92,450	0.08
April	17	41	8,617	88,900	0.08
May	15	35	7,488	63,700	0.06
June	46	66	15,148	195,680	0.16

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, JUNE 1964, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Agriculture	1	380	3,090
Forestry	1	12	130
Mines	1	28	390
Manufacturing	35	8,806	149,290
Construction	16	2,344	16,610
Transpn. & utilities	5	2,427	9,260
Trade	7	1,151	16,910
Finance	...	...	...
Service	...	...	...
Public administration	...	...	...
All industries	66	15,148	195,680

TABLE G-3—STRIKES AND LOCKOUTS, JUNE 1964, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	1	80	160
New Brunswick	2	340	5,100
Quebec	14	4,276	54,600
Ontario	36	4,348	31,900
Manitoba	2	54	1,190
Saskatchewan	...	...	...
Alberta	1	38	940
British Columbia	7	3,652	92,610
Federal	3	2,360	9,180
All jurisdictions	66	15,148	195,680

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Oct.	Accumulated		
AGRICULTURE						
Holland River Gardens, Federal Farms and United Farms, Bradford, Ont.	Teamsters Loc. 419 (Ind.)	380	3,090	3,090	June 21	Wages, hours, welfare, vacations, statutory holidays~
MANUFACTURING						
Food and Beverages						
Slack Brothers, Waterloo, Que.	CNTU-chartered local	100	900	900	June 12 June 22	Wages, hours, working conditions in a first agreement; dismissal of 2 workers~ Return of workers when dismissed workers re-instated, all employees to receive vacations.
Textiles						
Dominion Textiles, Magog, Que.	Textile Federation (CNTU)	700	250	250	June 4 June 5	Working conditions clause in new agreement~Return of workers.
Monsanto Canada Oakville, Ont.	Rubber Workers Loc. 292 (AFL-CIO/CLC)	102	150	150	June 25 June 29	Dismissal of one worker~ Return of workers.
Clothing						
Fashion Craft, Victoriaville, Que.	Clothing Workers' Federation (CNTU)	149	2,820	13,170	Mar. 30	Lay-off of one employee~
Wood						
MacMillan, Bloedel & Powell River, Port Alberni, B.C.	Office Employees Loc. 15 (AFL-CIO/CLC)	3,570	91,320	103,440	May 19	Union certification, wages, fringe benefits~
Paper						
Standard Paper Box, Montreal, Que.	Printing Federation (CNTU)	200	4,400	4,400	June 1	Wages~
Printing and Publishing						
La Presse, Montreal, Que.	Typographical Union Loc. 145 (AFL-CIO/CLC)	1,200	22,800	22,800	June 3	Automation, hours, sick leave, vacations, apprentice rates~
Transportation Equipment						
Canadian Vickers, Montreal, Que.	Boilermakers Loc. 271 (AFL-CIO/CLC)	409	2,860	2,860	June 19 June 30	Delay in signing new agreement~Return of workers pending signing of agreement.
Port Arthur Shipbuilding, Current River, Ont.	Various unions (AFL-CIO/CLC)	143	290	290	June 29	Wages, fringe benefits~
Chrysler Canada, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	400 (2,500)	200	200	June 30 June 30	Request to close plant due to excessive temperature~Return of workers.
Electrical Products						
Wagner-Leland (Division of Sangamo Co. Ltd.), Guelph, Ont.	I.U.E. Loc. 508 (AFL-CIO/CLC)	331	6,710	9,670	May 16	Wages~
Enterprise Foundry, Sackville, N.B.	Moulders Loc. 140 (AFL-CIO/CLC)	250	4,650	4,650	June 3 June 30	Transfer of two workers to another department~Return of most workers.
Amalgamated Electric, Markham, Ont.	U.E. Loc. 542 (Ind.)	140	980	980	June 22	Wages~
Non-Metallic Mineral Products						
Lanark Manufacturing, Dunnville, Ont.	U.E. Loc. 523 (Ind.)	150	40	40	June 25 June 25	Wages, working conditions~ Return of workers negotiations to continue.
Miscellaneous Manufacturing						
Arborite Company, Ville La Salle, Que.	Pulp and Paper Mill Workers (AFL-CIO/CLC)	274	1,640	1,640	May 29 June 9	Wages~10¢ an hr. increase retroactive to Feb. 1, 1964, 5¢ Feb. 1, 1965, with three additional 5¢ increases each 6 months to a total of 30¢ fo duration of contract.

TABLE G-3—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Oct.	Accumulated		
CONSTRUCTION						
Hamilton Construction Assoc., Hamilton, Ont.	Various unions	475	4,750	4,750	June 1 June 15	Wages, hours, travelling time for out of town work~Increases totalling 53¢ over three years for those in class "A" schedule, 55¢ for those in "B" schedule; improved hours and travelling time for both groups.
Various electrical contractors, Niagara Peninsula, Ont.	I.B.E.W. Loc. 303 (AFL-CIO/CLC)	200	4,000	4,000	June 3	Wages, fringe benefits~
Various plumbing contractors, Hamilton Ont.	Plumbers Loc. 67 (AFL-CIO/CLC)	428	1,280	1,280	June 3 June 8	Wages, travelling time~10¢ an hr. increase on signing of agreement, 10¢ welfare Feb. 1, 1965, 5¢ increase May 1, 1965, 5¢ Oct. 1, 1965; workers to receive 13¢ a mile outside an agreed zone.
Nine painting contractors, Hamilton, Ont.	Painters Loc. 205 (AFL-CIO/CLC)	172	2,240	2,240	June 10 June 29	Wages~15¢ an hr. immediately plus 5¢ to be deposited in Trust Fund, 15¢ plus 5¢ May 1, 1965, 15¢ plus 5¢ May 1, 1966; rates set for travel zones.
Various sheet metal contractors, Hamilton and Stoney Creek, Ont.	Sheet Metal Workers Loc. 537 (AFL-CIO/CLC)	258	2,580	2,580	June 17	Wages~
Floor finishing firms of the Windsor Builders' and Contractors' Exchange, Windsor, Ont.	Plasterers Loc. 345 (AFL-CIO/CLC)	191	380	380	June 19 June 23	Wages, hours, overtime~10¢ an hr. increase retroactive to Jan. 1, 1964, 5¢ July 1, 1964, 10¢ Jan. 1, 1965 and 5¢ July 1, 1965; 8 hr. day, time and one half for overtime.
Ellis-Don Ltd., London, Ont.	Building trades unions (London Council AFL-CIO)	400	200	200	June 26 June 29	Use of non-union labour on building of architect who is involved in this project~Return of workers.
TRANSPN. & UTILITIES						
Transportation						
Nfld. Employers' Assoc., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)	393	3,370	14,040	Apr. 24 June 13	Mechanization, number of workers in gangs, sling loads, moving workers from one job to another~Return to work pending enquiry and further negociations.
Asbestos Eastern Transport, Various locations, Que, and Toronto, Ont.	Teamsters Loc. 106 (Ind.)	167	1,950	1,950	June 15	Differing clauses in provincial contracts~
Shipping Federation of Canada, Montreal, Que.	I.L.A. Loc. 375 (AFL-CIO/CLC)	1,800	3,860	3,860	June 15 June 18	Alleged arbitrary changes in welfare benefits and pension plan~Return of workers further negotiations.
TRADE						
Edouard Roy & Fils, Montreal, Que.	CNTU-chartered local	111 (30)	2,440	3,280	May 20	Union recognition~
Dupuis Freres, Montreal, Que.	Commerce and Office Employees (CNTU)	950	13,300	13,300	June 15	Wages~

Figures in parentheses indicate the number of workers indirectly affected.